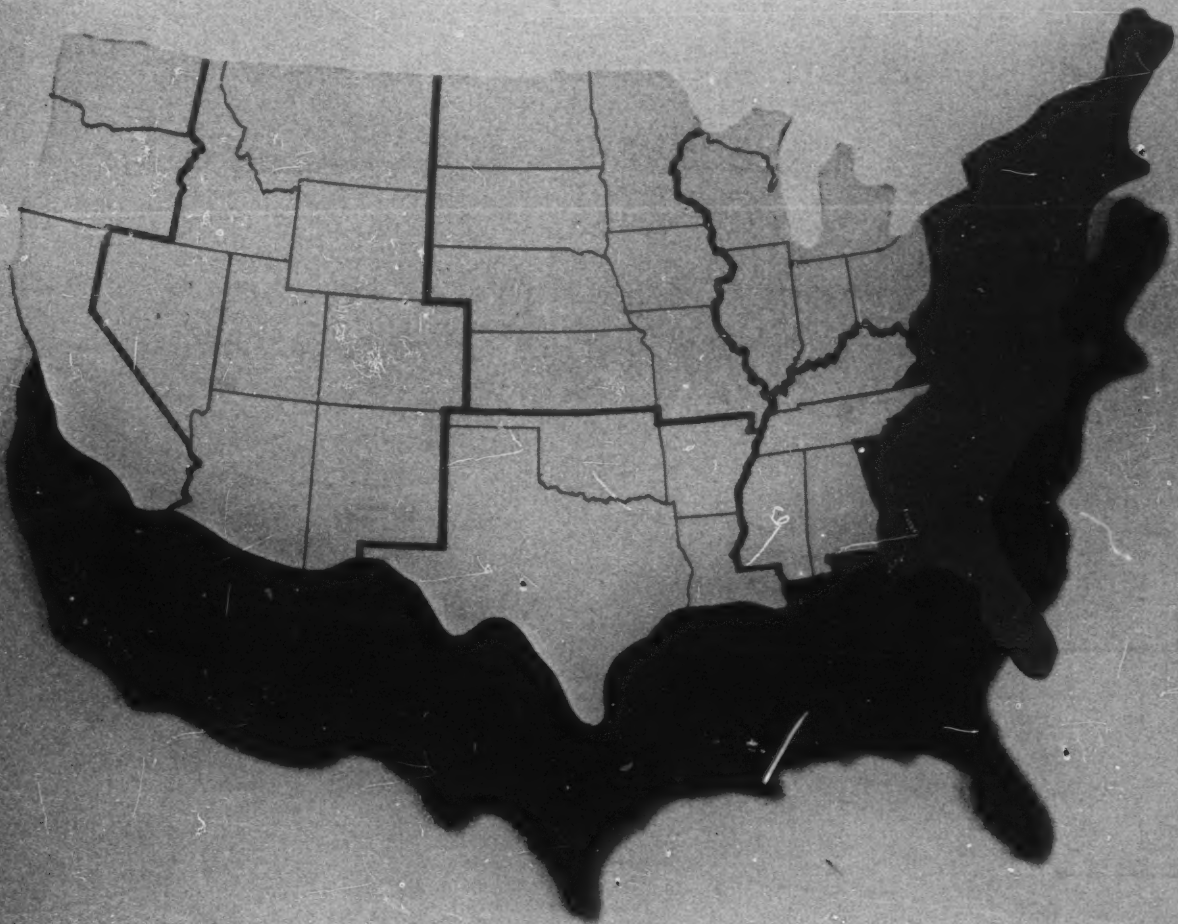


1981 Bank Officer Cash Compensation Survey

Volume 1

REGIONS I, II, III

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BANK
ADMINISTRATION
INSTITUTE

1981 Bank Officer Cash Compensation Survey

Volume 1

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

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Bank Administration Institute

Rolling Meadows, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Rolling Meadows, Illinois.

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1981-1982

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Introductory Note

Data for the individual regions begins on the pages with a shaded edge.

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Conducting the Survey

This is the ninth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in February, 1981. A total of 3,421 banks provided usable returns. These banks ranged in asset size from under \$10 million to over \$1 billion.

The format of this year's survey is consistent with the expanded detail and scope of the 1979 survey. In addition to reporting current salary data, banks were asked to provide information on annual bonuses to ensure that officers' total direct compensation is fully summarized.

This year's survey includes:

- The list of survey positions, as follows:
 - Eighteen positions were surveyed for banks under \$50 million in assets.
 - Thirty-five positions were surveyed for banks \$50 million and over in assets.
- The compilation of the survey results by:
 - 25th quartile—the point on a scale below which 25 percent of the cases fall.
 - Mean—approximates what is commonly meant by average. It is the sum of the values divided by the sample size.
 - Median—the middle value when the data are arranged in order of magnitude. It is the point on a scale below which 50 percent of the cases fall.
 - 75th quartile—the point on a scale below which 75 percent of the cases fall.
- Data on the following pay-related information:
 - Age
 - Years with present bank
 - Years in position
 - Number of employees supervised

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following section of this report includes a comparison between the 1979 and 1981 national base salary medians. The last section is the survey results for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

BANK OFFICER CASH COMPENSATION

Participating Banks	Number of Officers Surveyed	Regions	States
125	1,515	I. New England	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
215	2,994	II. Mid-Atlantic	New Jersey New York Pennsylvania
451	5,035	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina South Carolina Virginia Washington, D.C. West Virginia
856	8,374	IV. East-North Central	Illinois Indiana Michigan Ohio Wisconsin
225	2,251	V. East-South Central	Alabama Kentucky Mississippi Tennessee
629	4,729	VI. West-North Central	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
502	4,792	VII. West-South Central	Arkansas Louisiana Oklahoma Texas
251	2,340	VIII. Mountain	Arizona Colorado Idaho Montana New Mexico Nevada Utah Wyoming
167	1,933	IX. Pacific	Alaska California Hawaii Oregon Washington
3,421	33,963		

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

CONDUCTING THE SURVEY

Total Assets	Total	Geographic Region								
		I	II	III	IV	V	VI	VII	VIII	IX
1. Less than \$10 million	266	2	2	26	47	10	86	35	33	25
2. \$10 to \$19 million	592	15	8	59	143	43	159	77	57	31
3. \$20 to \$29 million	477	17	18	53	130	46	95	66	35	17
4. \$30 to \$39 million	385	14	16	59	99	28	70	67	26	6
5. \$40 to \$49 million	386	14	22	60	93	20	63	68	25	21
6. \$50 to \$99 million	540	22	42	73	157	33	82	76	35	20
7. \$100 to \$249 million	483	23	50	75	129	29	50	76	25	26
8. \$250 to \$499 million	145	11	27	15	38	5	11	21	6	11
9. \$500 to \$999 million	71	2	16	13	11	5	5	10	3	6
10. \$1 billion and over	76	5	14	18	9	6	8	6	6	4

Officer Positions Surveyed

The 18 positions surveyed in banks under \$50 million in asset size and the 35 positions surveyed in banks \$50 million and over in asset size are listed below. Positions new to this year's survey are indicated by an asterisk (*).

Banks Under \$50 Million in Asset Size

Chief Executive Officer	Instalment Loan Collector
Second Ranking Officer	Instalment Loan Officer—Sr.
*Agricultural Loan Officer	Instalment Loan Officer—Jr.
*Branch Manager	Internal Auditing Officer
Business Development Officer	Mortgage Loan Officer
Commercial Loan Officer—Sr.	Officer Trainee
Commercial Loan Officer—Jr.	Operations Officer—Sr.
Controller	*Operations Officer—Jr.
General Loan Officer	Personnel Officer

Banks \$50 Million and Over in Asset Size

Chief Executive Officer	Instalment Loan Department Manager
Advertising Officer	Instalment Loan Officer
Bank Investment Officer—Sr.	Internal Auditing Officer—Sr.
Branch Administration Officer—Sr.	International Banking Officer—Sr.
Branch Manager—Large (31+)	Loan Review Officer
Branch Manager—Medium (10-30)	Marketing Director
Branch Manager—Small (-10)	Mortgage Loan Department Manager
Business Development Officer—Sr.	Mortgage Loan Officer
Business Development Officer	Mortgage Loan Officer—Jr.
Commercial Credit Department Manager	New Accounts Officer
Commercial Loan Department Manager	Officer Trainee—Master's Degree
	Officer Trainee—Bachelor's Degree

*New position.

BANK OFFICER CASH COMPENSATION

Commercial Loan Officer
Commercial Loan Officer—Jr.
Correspondent Bank Officer—Sr.
EDP Officer—Sr.
Financial Officer—Sr.
Instalment Loan Collection Manager

Operations Officer—Sr.
Personnel Officer—Sr.
Security Officer—Sr.
Training Director
Trust Department Officer—Sr.
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region.

The top portion of each table shows 25th quartile, mean, median, and 75th quartile base salary, bonus, and total compensation information.

Commercial Loan Officer Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary ¹	34	\$13,200	\$18,390	\$18,761	\$25,683
Bonus ²	13	790	921	972	1,000
Total Compensation ³	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
No. of Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	\$43.7	\$45.8	\$46.2	\$48.5

¹Base Salary information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

²Bonus information summarizes the range of bonus awards in bonus-paying banks only.

³Total compensation information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, years with present bank, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has more years of service and time in position, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

BANK OFFICER CASH COMPENSATION

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	\$24,500
Bonus	—
Total Compensation	\$24,500
Age	45
Years with Present Bank	12
Years in Position	10
No. of Employees Supervised	5
Asset Size (Millions)	\$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of \$24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of \$19,500, and below the survey 75th quartile of \$26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th quartile of 59.
2. *Years with present bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th quartile of 33.
3. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th quartile of 28.
4. *Number of employees supervised.* At 5, your officer is above the survey 75th quartile of 3.
5. *Asset size (millions).* At \$47.0 million, your bank is between the survey median of \$46.2 million and the survey 75th quartile of \$48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably not overpaid. This officer is (1) above the survey 75th quartile in total number of employees supervised, and (2) between the survey median and survey 75th quartile in age, years with the bank, years in position, and bank asset size. Thus, this officer's total compensation of \$24,500 appears to be justified.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	\$16,000
Bonus	1,600
Total Compensation	\$17,600
Age	31
Years with Present Bank	4
Years in Position	4
No. of Employees Supervised	3
Asset Size (Millions)	\$47.0

This commercial loan officer's base salary of \$16,000 falls between the survey 25th quartile of \$13,200 and the survey mean of \$18,390. His or her total compensation of \$17,600 falls between the survey 25th quartile base salary plus survey 25th quartile bonus of \$13,990 and the survey mean base salary plus mean bonus of \$19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31 years, your officer is at the survey median of 31.
2. *Years with present bank.* At 4 years, your officer is between the survey 25th quartile of 2 and the survey median of 6.
3. *Years in position.* At 4 years, your officer is at the survey median of 4.
4. *Number of employees supervised.* At 3, your officer is at the survey 75th quartile of 3.
5. *Asset size (millions).* At \$47.0 million, your bank is between the survey median of \$46.2 million and the survey 75th quartile of \$48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th quartile in total employees supervised, (2) between the survey median and survey 75th quartile in bank asset size, (3) at the survey median in years in position and age, and (4) between the survey 25th quartile and survey median only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of \$19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

Comparison Between 1979 and 1981 National Base Salary Medians

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



CASH COMPENSATION DATA

National Base Salary Medians
Less Than \$10 Million

	1979	1981	Percent
1. Chief Executive Officer	\$25,000	\$29,700	+18.8
2. Second Ranking Officer	17,500	21,500	+22.9
3. Agricultural Loan Officer	*	14,400	—
4. Branch Manager	*	29,000	—
5. Business Development Officer	11,760	†	—
6. Commercial Loan Officer—Sr.	22,800	30,500	+33.8
7. Commercial Loan Officer—Jr.	11,000	†	—
8. Controller	12,000	19,850	+65.4
9. General Loan Officer	14,100	16,800	+19.1
10. Instalment Loan Collector	9,564	†	—
11. Instalment Loan Officer—Sr.	15,000	20,000	+33.3
12. Instalment Loan Officer—Jr.	11,850	†	—
13. Internal Auditing Officer	10,000	†	—
14. Mortgage Loan Officer	†	†	—
15. Officer Trainee	10,200	11,250	+10.3
16. Operations Officer—Sr.	12,600	15,000	+19.0
17. Operations Officer—Jr.	*	12,000	—
18. Personnel Officer	9,600	†	—

National Base Salary Medians
\$10 to \$19 Million

	1979	1981	Percent
1. Chief Executive Officer	\$30,000	\$36,000	+20.0
2. Second Ranking Officer	21,000	25,000	+19.0
3. Agricultural Loan Officer	*	19,000	—
4. Branch Manager	*	17,590	—
5. Business Development Officer	15,400	18,196	+18.2
6. Commercial Loan Officer—Sr.	20,750	24,000	+15.7
7. Commercial Loan Officer—Jr.	12,000	18,600	+55.0
8. Controller	13,500	18,963	+40.5
9. General Loan Officer	15,980	18,000	+12.6
10. Instalment Loan Collector	10,350	12,280	+18.6
11. Instalment Loan Officer—Sr.	15,500	17,718	+14.3
12. Instalment Loan Officer—Jr.	11,962	14,400	+20.4
13. Internal Auditing Officer	12,000	13,000	+ 8.3
14. Mortgage Loan Officer	15,000	16,400	+ 9.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	15,500	17,000	+ 9.7
17. Operations Officer—Jr.	*	13,000	—
18. Personnel Officer	12,100	13,000	+ 7.4

*New position in 1981.

†Less than five banks submitted data for this position.

BANK OFFICER CASH COMPENSATION

National Base Salary Medians
\$20 to \$29 Million

	1979	1981	Percent
1. Chief Executive Officer	\$35,000	\$40,000	+ 14.3
2. Second Ranking Officer	25,000	27,600	+ 10.4
3. Agricultural Loan Officer	*	22,000	—
4. Branch Manager	*	16,950	—
5. Business Development Officer	16,700	18,788	+ 12.5
6. Commercial Loan Officer—Sr.	21,550	25,000	+ 16.0
7. Commercial Loan Officer—Jr.	13,840	19,650	+ 42.0
8. Controller	15,000	19,800	+ 32.0
9. General Loan Officer	18,000	19,300	+ 7.2
10. Instalment Loan Collector	11,075	12,300	+ 11.1
11. Instalment Loan Officer—Sr.	16,500	19,000	+ 15.2
12. Instalment Loan Officer—Jr.	12,250	15,000	+ 22.4
13. Internal Auditing Officer	12,550	13,999	+ 11.5
14. Mortgage Loan Officer	18,000	17,850	- 0.8
15. Officer Trainee	10,350	12,000	+ 15.9
16. Operations Officer—Sr.	18,000	19,412	+ 7.8
17. Operations Officer—Jr.	*	13,500	—
18. Personnel Officer	13,900	15,210	+ 9.4

National Base Salary Medians
\$30 to \$39 Million

	1979	1981	Percent
1. Chief Executive Officer	\$38,000	\$43,680	+ 14.9
2. Second Ranking Officer	27,500	30,600	+ 11.3
3. Agricultural Loan Officer	*	23,000	—
4. Branch Manager	*	17,000	—
5. Business Development Officer	17,175	19,691	+ 14.6
6. Commercial Loan Officer—Sr.	23,500	26,000	+ 10.6
7. Commercial Loan Officer—Jr.	14,835	19,000	+ 28.1
8. Controller	16,000	21,400	+ 33.8
9. General Loan Officer	19,200	20,338	+ 5.9
10. Instalment Loan Collector	11,340	13,350	+ 17.7
11. Instalment Loan Officer—Sr.	18,000	21,000	+ 16.7
12. Instalment Loan Officer—Jr.	12,600	15,000	+ 19.0
13. Internal Auditing Officer	14,000	15,200	+ 8.6
14. Mortgage Loan Officer	17,160	19,100	+ 11.3
15. Officer Trainee	10,800	12,000	+ 11.1
16. Operations Officer—Sr.	20,100	21,550	+ 7.2
17. Operations Officer—Jr.	*	14,500	—
18. Personnel Officer	15,100	16,550	+ 9.6

*New position in 1981.

CASH COMPENSATION DATA

National Base Salary Medians
\$40 to \$49 Million

	1979	1981	Percent
1. Chief Executive Officer	\$42,600	\$48,550	+14.0
2. Second Ranking Officer	30,000	34,800	+16.0
3. Agricultural Loan Officer	*	24,550	—
4. Branch Manager	*	18,110	—
5. Business Development Officer	18,000	21,670	+20.4
6. Commercial Loan Officer—Sr.	24,000	28,100	+17.1
7. Commercial Loan Officer—Jr.	15,500	20,000	+29.0
8. Controller	18,900	22,500	+19.0
9. General Loan Officer	18,650	21,000	+12.6
10. Instalment Loan Collector	11,470	12,950	+12.9
11. Instalment Loan Officer—Sr.	18,700	20,964	+12.1
12. Instalment Loan Officer—Jr.	13,680	15,750	+15.1
13. Internal Auditing Officer	14,400	16,000	+11.1
14. Mortgage Loan Officer	19,260	21,488	+11.6
15. Officer Trainee	10,800	12,500	+15.7
16. Operations Officer—Sr.	21,120	23,000	+ 8.9
17. Operations Officer—Jr.	*	15,600	—
18. Personnel Officer	15,125	17,250	+14.0

National Base Salary Medians
\$50 to \$99 Million

	1979	1981	Percent
1. Chief Executive Officer	\$49,000	\$56,500	+15.3
2. Advertising Officer	17,850	20,800	+16.5
3. Bank Investment Officer—Sr.	24,720	34,600	+40.0
4. Branch Administration Officer—Sr.	21,000	31,000	+47.6
5. Branch Manager—Large (31+)	21,373	25,250	+18.1
6. Branch Manager—Medium (10-30)	17,520	22,230	+26.9
7. Branch Manager—Small (-10)	14,560	17,630	+21.1
8. Business Development Officer—Sr.	23,500	28,000	+19.1
9. Business Development Officer	16,022	20,450	+27.6
10. Commercial Credit Department Manager	14,280	19,750	+38.3
11. Commercial Loan Department Manager	26,415	33,000	+24.9
12. Commercial Loan Officer	21,450	26,300	+22.6
13. Commercial Loan Officer—Jr.	15,900	19,000	+19.5
14. Correspondent Bank Officer—Sr.	†	26,750	—
15. EDP Officer—Sr.	19,900	24,000	+20.6
16. Financial Officer—Sr.	26,000	27,750	+ 6.7
17. Instalment Loan Collection Manager	12,385	15,500	+25.2
18. Instalment Loan Department Manager	20,400	24,000	+17.6
19. Instalment Loan Officer	15,500	18,000	+16.1

*New position in 1981.

†Less than five banks submitted data for this position.

BANK OFFICER CASH COMPENSATION

\$50 to \$99 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$16,100	\$18,225	+13.2
21. International Banking Officer—Sr.	†	22,650	—
22. Loan Review Officer	21,115	21,857	+ 3.5
23. Marketing Director	18,280	20,654	+13.0
24. Mortgage Loan Department Manager	21,600	26,000	+20.4
25. Mortgage Loan Officer	19,000	21,000	+10.5
26. Mortgage Loan Officer—Jr.	14,980	15,550	+ 3.8
27. New Accounts Officer	12,000	14,675	+22.3
28. Officer Trainee—Master's Degree	11,500	13,000	+13.0
29. Officer Trainee—Bachelor's Degree	10,710	12,500	+16.7
30. Operations Officer—Sr.	22,000	26,650	+21.1
31. Personnel Officer—Sr.	16,200	18,700	+15.4
32. Security Officer—Sr.	16,500	18,500	+12.1
33. Training Director	13,912	15,000	+ 7.8
34. Trust Department Officer—Sr.	25,850	30,000	+16.1
35. Trust Operations Manager	14,750	16,250	+10.2

National Base Salary Medians
\$100 to \$249 Million

	1979	1981	Percent
1. Chief Executive Officer	\$62,750	\$72,765	+16.0
2. Advertising Officer	17,700	21,632	+22.2
3. Bank Investment Officer—Sr.	27,792	35,473	+27.6
4. Branch Administration Officer—Sr.	25,000	36,000	+44.0
5. Branch Manager—Large (31+)	23,000	31,350	+36.3
6. Branch Manager—Medium (10-30)	19,500	22,609	+15.9
7. Branch Manager—Small (-10)	16,000	18,650	+16.6
8. Business Development Officer—Sr.	24,000	30,750	+28.1
9. Business Development Officer	18,600	21,263	+14.3
10. Commercial Credit Department Manager	16,125	20,175	+25.1
11. Commercial Loan Department Manager	30,000	36,980	+23.3
12. Commercial Loan Officer	23,200	28,000	+20.7
13. Commercial Loan Officer—Jr.	16,400	20,000	+22.0
14. Correspondent Bank Officer—Sr.	25,700	28,500	+10.9
15. EDP Officer—Sr.	24,000	27,000	+12.5
16. Financial Officer—Sr.	30,000	30,478	+ 1.6
17. Instalment Loan Collection Manager	13,727	16,272	+18.5
18. Instalment Loan Department Manager	24,300	27,113	+11.6
19. Instalment Loan Officer	16,728	18,360	+ 9.8

†Less than five banks submitted data for this position.

CASH COMPENSATION DATA

**\$100 to \$249 Million
(Continued)**

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$19,010	\$21,800	+14.7
21. International Banking Officer—Sr.	20,000	27,500	+37.5
22. Loan Review Officer	21,050	23,500	+11.6
23. Marketing Director	23,400	25,400	+ 8.5
24. Mortgage Loan Department Manager	25,000	29,500	+18.0
25. Mortgage Loan Officer	18,660	23,300	+24.9
26. Mortgage Loan Officer—Jr.	13,500	16,750	+24.1
27. New Accounts Officer	13,000	15,600	+20.0
28. Officer Trainee—Master's Degree	11,250	14,000	+24.4
29. Officer Trainee—Bachelor's Degree	10,450	12,131	+16.1
30. Operations Officer—Sr.	26,400	31,900	+20.8
31. Personnel Officer—Sr.	19,000	22,475	+18.3
32. Security Officer—Sr.	17,800	21,174	+19.0
33. Training Director	13,300	14,875	+11.8
34. Trust Department Officer—Sr.	32,000	36,000	+12.5
35. Trust Operations Manager	17,140	20,000	+16.7

**National Base Salary Medians
\$250 to \$499 Million**

	1979	1981	Percent
1. Chief Executive Officer	\$80,000	\$91,500	+14.4
2. Advertising Officer	20,000	22,000	+10.0
3. Bank Investment Officer—Sr.	31,450	37,500	+19.2
4. Branch Administration Officer—Sr.	30,800	38,450	+24.8
5. Branch Manager—Large (31+)	24,650	28,245	+14.6
6. Branch Manager—Medium (10-30)	20,350	24,063	+18.2
7. Branch Manager—Small (-10)	16,025	19,375	+20.9
8. Business Development Officer—Sr.	27,900	32,500	+16.5
9. Business Development Officer	20,450	24,500	+19.8
10. Commercial Credit Department Manager	20,000	21,700	+ 8.5
11. Commercial Loan Department Manager	36,000	41,600	+15.6
12. Commercial Loan Officer	25,000	30,100	+20.4
13. Commercial Loan Officer—Jr.	16,600	21,000	+26.5
14. Correspondent Bank Officer—Sr.	28,124	36,000	+28.0
15. EDP Officer—Sr.	30,000	32,000	+ 6.7
16. Financial Officer—Sr.	37,492	36,448	- 2.8
17. Instalment Loan Collection Manager	15,100	17,660	+17.0
18. Instalment Loan Department Manager	27,550	31,000	+12.5
19. Instalment Loan Officer	16,875	19,842	+17.6

BANK OFFICER CASH COMPENSATION

**\$250 to \$499 Million
(Continued)**

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$24,000	\$27,500	+14.6
21. International Banking Officer—Sr.	28,800	32,000	+11.1
22. Loan Review Officer	23,000	25,250	+ 9.8
23. Marketing Director	26,375	30,160	+14.4
24. Mortgage Loan Department Manager	28,260	32,500	+15.0
25. Mortgage Loan Officer	20,646	24,000	+16.2
26. Mortgage Loan Officer—Jr.	14,500	18,700	+29.0
27. New Accounts Officer	13,500	15,544	+15.1
28. Officer Trainee—Master's Degree	11,100	15,120	+36.2
29. Officer Trainee—Bachelor's Degree	10,800	12,500	+15.7
30. Operations Officer—Sr.	31,950	36,750	+15.0
31. Personnel Officer—Sr.	24,804	29,000	+16.9
32. Security Officer—Sr.	20,300	21,100	+ 3.9
33. Training Director	17,212	18,104	+ 5.2
34. Trust Department Officer—Sr.	38,000	42,500	+11.8
35. Trust Operations Manager	19,080	22,300	+16.9

**National Base Salary Medians
\$500 to \$999 Million**

	1979	1981	Percent
1. Chief Executive Officer	\$99,250	\$120,000	+20.9
2. Advertising Officer	21,300	21,300	0.0
3. Bank Investment Officer—Sr.	38,417	43,500	+13.2
4. Branch Administration Officer—Sr.	34,750	43,500	+25.2
5. Branch Manager—Large (31+)	25,875	31,750	+22.7
6. Branch Manager—Medium (10-30)	20,374	24,470	+20.1
7. Branch Manager—Small (-10)	16,606	19,550	+17.7
8. Business Development Officer—Sr.	27,350	36,000	+31.6
9. Business Development Officer	20,845	25,309	+21.4
10. Commercial Credit Department Manager	20,000	26,000	+30.0
11. Commercial Loan Department Manager	38,500	45,000	+16.9
12. Commercial Loan Officer	26,500	31,850	+20.2
13. Commercial Loan Officer—Jr.	18,300	20,700	+13.1
14. Correspondent Bank Officer—Sr.	35,000	34,850	- 0.4
15. EDP Officer—Sr.	34,000	40,000	+17.6
16. Financial Officer—Sr.	38,400	42,500	+10.7
17. Instalment Loan Collection Manager	17,000	20,400	+20.0
18. Instalment Loan Department Manager	29,600	35,300	+19.3
19. Instalment Loan Officer	18,000	20,000	+11.1

CASH COMPENSATION DATA

**\$500 to \$999 Million
(Continued)**

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$27,500	\$34,000	+23.6
21. International Banking Officer—Sr.	30,579	32,000	+ 4.6
22. Loan Review Officer	24,750	27,300	+10.3
23. Marketing Director	33,150	33,500	+ 1.1
24. Mortgage Loan Department Manager	32,500	39,000	+20.0
25. Mortgage Loan Officer	21,600	26,000	+20.4
26. Mortgage Loan Officer—Jr.	16,213	17,940	+10.7
27. New Accounts Officer	14,000	16,000	+14.3
28. Officer Trainee—Master's Degree	12,708	16,100	+26.7
29. Officer Trainee—Bachelor's Degree	10,500	12,325	+17.4
30. Operations Officer—Sr.	37,000	42,500	+14.9
31. Personnel Officer—Sr.	29,750	33,000	+10.9
32. Security Officer—Sr.	21,900	26,500	+21.0
33. Training Director	16,500	18,750	+13.6
34. Trust Department Officer—Sr.	43,500	50,000	+14.9
35. Trust Operations Manager	21,896	25,500	+16.5

**National Base Salary Medians
\$1 Billion and Over**

	1979	1981	Percent
1. Chief Executive Officer	\$130,000	\$165,875	+27.6
2. Advertising Officer	25,000	32,200	+28.8
3. Bank Investment Officer—Sr.	50,000	60,000	+20.0
4. Branch Administration Officer—Sr.	41,175	50,000	+21.4
5. Branch Manager—Large (31+)	30,500	31,631	+ 3.7
6. Branch Manager—Medium (10-30)	21,750	26,000	+19.5
7. Branch Manager—Small (-10)	18,000	19,267	+ 7.0
8. Business Development Officer—Sr.	32,682	32,300	- 1.2
9. Business Development Officer	21,610	24,000	+11.1
10. Commercial Credit Department Manager	27,000	32,750	+21.3
11. Commercial Loan Department Manager	42,000	53,000	+26.2
12. Commercial Loan Officer	25,812	32,121	+24.4
13. Commercial Loan Officer—Jr.	18,500	22,150	+19.7
14. Correspondent Bank Officer—Sr.	39,757	37,500	- 5.7
15. EDP Officer—Sr.	41,400	47,700	+15.2
16. Financial Officer—Sr.	52,320	52,250	- 0.1
17. Instalment Loan Collection Manager	20,500	23,000	+12.2
18. Instalment Loan Department Manager	33,000	40,000	+21.2
19. Instalment Loan Officer	17,197	20,700	+20.4

BANK OFFICER CASH COMPENSATION

\$1 Billion and Over
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$35,220	\$40,000	+ 13.6
21. International Banking Officer—Sr.	43,000	49,000	+ 14.0
22. Loan Review Officer	25,600	26,500	+ 3.5
23. Marketing Director	35,739	44,000	+ 23.1
24. Mortgage Loan Department Manager	38,186	46,700	+ 22.3
25. Mortgage Loan Officer	23,900	28,350	+ 18.6
26. Mortgage Loan Officer—Jr.	16,000	19,502	+ 21.9
27. New Accounts Officer	14,250	16,000	+ 12.3
28. Officer Trainee—Master's Degree	16,000	18,000	+ 12.5
29. Officer Trainee—Bachelor's Degree	12,000	14,000	+ 16.7
30. Operations Officer—Sr.	48,400	48,000	- 0.8
31. Personnel Officer—Sr.	39,000	45,963	+ 17.9
32. Security Officer—Sr.	24,500	29,125	+ 18.9
33. Training Director	25,200	27,350	+ 8.5
34. Trust Department Officer—Sr.	56,000	66,780	+ 19.3
35. Trust Operations Manager	31,750	35,000	+ 10.2

Cash Compensation Data

Region I: New England

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: LESS THAN \$10 MILLION

Of the 125 banks submitting data for the New England region, two banks were in the Less Than \$10 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 18 positions in this asset size category.

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$10 TO \$19 MILLION

Of the 125 banks submitting data for the New England region, 15 banks were in the \$10 to \$19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.

Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Sr.
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	15	\$37,375	\$40,922	\$40,700	\$43,725
Bonus	5	2,307	6,347	2,800	4,811
Total Compensation	15	37,625	43,038	42,735	44,500
Age	15	43	49	52	55
Years with Present Bank	14	2	6	5	7
Years in Position	15	2	5	4	6
No. of Employees Supervised	15	17	23	22	26
Asset Size (Millions)	15	\$11.0	\$14.7	\$14.0	\$18.0

SECOND RANKING OFFICER					
Base Salary	10	\$22,264	\$26,188	\$26,000	\$29,600
Bonus		INSUFFICIENT DATA			
Total Compensation	10	24,428	28,195	27,270	30,850
Age	10	43	48	49	51
Years with Present Bank	10	5	10	7	11
Years in Position	10	4	5	5	5
No. of Employees Supervised	10	12	19	21	23
Asset Size (Millions)	10	\$11.5	\$15.6	\$17.5	\$18.0

BRANCH MANAGER					
Base Salary	8	\$14,000	\$16,495	\$15,500	\$18,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	14,000	16,729	15,809	18,800
Age	8	36	45	46	51
Years with Present Bank	7	3	6	4	7
Years in Position	8	0	2	1	3
No. of Employees Supervised	8	3	8	5	8
Asset Size (Millions)	8	\$12.0	\$15.8	\$17.5	\$18.0

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	6	\$20,292	\$23,639	\$22,000	\$24,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,000	23,909	22,102	24,602
Age	6	32	34	34	35
Years with Present Bank	6	2	4	5	6
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	2	5	4	5
Asset Size (Millions)	6	\$11.0	\$14.8	\$15.0	\$18.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CONTROLLER					
Base Salary	6	\$16,250	\$20,758	\$21,274	\$22,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,250	21,838	22,108	23,263
Age	6	30	38	35	37
Years with Present Bank	5	3	6	4	5
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	3	9	8	11
Asset Size (Millions)	6	\$11.0	\$14.8	\$14.5	\$18.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$20 TO \$29 MILLION

Of the 125 banks submitting data for the New England region, 17 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Instalment Loan Collector
Instalment Loan Officer-Jr.

Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 1
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	17	\$38,000	\$42,035	\$41,500	\$43,695
Bonus	13	1,488	3,531	3,346	4,692
Total Compensation	17	38,750	44,735	45,980	47,250
Age	17	41	49	46	55
Years with Present Bank	17	5	17	15	24
Years in Position	17	4	8	5	8
No. of Employees Supervised	17	29	35	35	41
Asset Size (Millions)	17	\$24.0	\$25.4	\$26.0	\$26.5

SECOND RANKING OFFICER					
Base Salary	13	\$23,250	\$27,527	\$26,500	\$30,000
Bonus	7	765	1,380	1,327	1,750
Total Compensation	13	23,914	28,270	26,500	30,425
Age	13	39	47	46	54
Years with Present Bank	13	6	15	13	20
Years in Position	13	2	4	3	6
No. of Employees Supervised	12	12	30	32	36
Asset Size (Millions)	13	\$23.0	\$25.1	\$26.0	\$26.5

BRANCH MANAGER					
Base Salary	13	\$12,350	\$14,797	\$14,000	\$16,250
Bonus	9	433	596	500	538
Total Compensation	13	13,731	15,209	14,400	16,776
Age	13	32	37	34	41
Years with Present Bank	13	3	8	7	9
Years in Position	13	1	4	3	5
No. of Employees Supervised	13	3	5	4	5
Asset Size (Millions)	13	\$23.0	\$25.2	\$26.0	\$26.5

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	10	\$22,750	\$26,397	\$25,875	\$29,000
Bonus	6	552	1,691	1,346	2,271
Total Compensation	10	23,596	27,411	25,875	30,783
Age	9	35	40	39	42
Years with Present Bank	10	2	9	6	13
Years in Position	10	1	5	5	6
No. of Employees Supervised	9	3	8	6	8
Asset Size (Millions)	10	\$25.0	\$26.2	\$26.0	\$27.5

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	\$17,750	\$18,800	\$19,000	\$19,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,280	19,335	19,923	19,962
Age	5	36	38	36	37
Years with Present Bank	5	1	6	6	8
Years in Position	5	1	3	2	3
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$22.0	\$25.0	\$26.0	\$26.5

CONTROLLER					
Base Salary	6	\$15,250	\$17,367	\$18,000	\$18,350
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,250	17,859	18,300	18,750
Age	6	34	48	51	58
Years with Present Bank	6	5	14	15	18
Years in Position	6	1	4	3	5
No. of Employees Supervised	6	3	6	6	6
Asset Size (Millions)	6	\$22.0	\$25.7	\$27.0	\$28.0

GENERAL LOAN OFFICER					
Base Salary	7	\$15,350	\$17,903	\$18,000	\$19,500
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,350	18,014	18,000	19,500
Age	7	35	46	42	52
Years with Present Bank	7	1	14	13	24
Years in Position	7	1	5	4	7
No. of Employees Supervised	7	0	5	4	6
Asset Size (Millions)	7	\$23.0	\$25.9	\$26.0	\$27.5

INSTALMENT LOAN OFFICER-SR.					
Base Salary	7	\$16,650	\$19,078	\$18,700	\$19,500
Bonus	5	377	545	500	587
Total Compensation	7	17,050	19,467	19,053	20,037
Age	7	35	42	42	47
Years with Present Bank	7	3	10	11	13
Years in Position	7	2	6	4	11
No. of Employees Supervised	7	2	5	5	6
Asset Size (Millions)	7	\$24.0	\$25.9	\$26.0	\$27.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	9	\$17,650	\$22,153	\$24,000	\$25,039
Bonus	6	496	1,677	1,435	2,400
Total Compensation	9	18,700	23,271	24,500	25,424
Age	9	36	46	46	53
Years with Present Bank	9	6	15	11	17
Years in Position	9	3	7	4	7
No. of Employees Supervised	9	8	17	15	22
Asset Size (Millions)	9	\$24.0	\$25.6	\$26.0	\$26.5

OPERATIONS OFFICER-JR.					
Base Salary	6	\$12,000	\$14,686	\$14,250	\$16,209
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,338	15,008	14,379	16,459
Age	6	35	42	40	45
Years with Present Bank	6	4	14	11	19
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	2	6	5	9
Asset Size (Millions)	6	\$24.0	\$26.2	\$26.5	\$27.5

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$30 TO \$39 MILLION

Of the 125 banks submitting data for the New England region, 14 banks were in the \$30 to \$39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Controller
Internal Auditing Officer

Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	14	\$37,750	\$46,696	\$41,020	\$47,150
Bonus	8	751	4,061	4,000	4,800
Total Compensation	14	38,400	49,028	46,250	51,600
Age	14	39	49	50	55
Years with Present Bank	14	6	14	8	19
Years in Position	14	3	6	6	8
No. of Employees Supervised	14	32	58	41	57
Asset Size (Millions)	14	\$32.0	\$34.0	\$35.0	\$35.0

SECOND RANKING OFFICER					
Base Salary	12	\$24,960	\$32,315	\$29,000	\$34,500
Bonus	8	549	2,837	2,750	3,850
Total Compensation	12	26,700	34,207	30,000	37,400
Age	12	36	45	44	52
Years with Present Bank	12	4	10	6	14
Years in Position	12	2	5	4	5
No. of Employees Supervised	12	10	44	26	44
Asset Size (Millions)	12	\$32.0	\$34.0	\$35.0	\$35.0

BRANCH MANAGER					
Base Salary	11	\$13,850	\$17,657	\$16,900	\$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	13,850	17,880	18,400	20,150
Age	11	33	41	41	49
Years with Present Bank	11	3	9	8	13
Years in Position	11	1	3	1	3
No. of Employees Supervised	11	5	8	7	9
Asset Size (Millions)	11	\$31.0	\$33.8	\$35.0	\$35.0

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	5	\$24,000	\$28,100	\$27,500	\$28,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,000	28,169	27,500	28,750
Age	5	34	41	39	40
Years with Present Bank	5	1	2	3	3
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	3	10	8	10
Asset Size (Millions)	5	\$31.0	\$33.6	\$35.0	\$35.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	7	\$16,250	\$22,100	\$22,000	\$23,600
Bonus	6	255	1,443	1,200	1,925
Total Compensation	7	17,250	23,337	22,500	24,775
Age	7	31	39	41	44
Years with Present Bank	7	3	9	5	9
Years in Position	7	1	3	2	4
No. of Employees Supervised	7	3	7	5	10
Asset Size (Millions)	7	\$30.0	\$34.0	\$35.0	\$36.0

GENERAL LOAN OFFICER					
Base Salary	9	\$13,490	\$16,743	\$18,000	\$18,350
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,625	16,985	18,157	19,065
Age	9	33	41	42	45
Years with Present Bank	9	4	9	7	11
Years in Position	9	2	4	2	6
No. of Employees Supervised	9	0	3	4	5
Asset Size (Millions)	9	\$31.0	\$33.1	\$33.0	\$35.0

INSTALMENT LOAN COLLECTOR					
Base Salary	5	\$9,854	\$13,986	\$14,500	\$15,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	9,854	14,377	14,500	15,828
Age	5	27	32	32	34
Years with Present Bank	5	2	7	4	6
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	0	2	2	3
Asset Size (Millions)	5	\$30.0	\$33.6	\$35.0	\$35.5

INSTALMENT LOAN OFFICER-SR.					
Base Salary	6	\$16,425	\$21,492	\$21,550	\$22,300
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,425	21,894	22,358	23,508
Age	6	30	41	39	44
Years with Present Bank	6	2	8	5	10
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	2	5	4	6
Asset Size (Millions)	6	\$31.0	\$34.5	\$35.5	\$36.5

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER-JR.					
Base Salary	6	\$11,265	\$13,520	\$13,870	\$15,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,366	13,628	13,943	15,223
Age	6	26	31	28	29
Years with Present Bank	6	3	6	6	8
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	1	3	3	5
Asset Size (Millions)	6	\$31.0	\$34.0	\$35.0	\$35.0

OPERATIONS OFFICER-SR.					
Base Salary	8	\$16,000	\$22,747	\$23,000	\$25,775
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,500	23,719	23,000	27,775
Age	8	38	46	43	49
Years with Present Bank	8	1	15	15	17
Years in Position	8	0	4	3	5
No. of Employees Supervised	8	9	18	14	18
Asset Size (Millions)	8	\$30.0	\$33.4	\$34.0	\$35.0

OPERATIONS OFFICER-JR.					
Base Salary	5	\$12,725	\$19,782	\$15,500	\$20,230
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,725	20,386	15,800	21,580
Age	5	31	43	48	50
Years with Present Bank	5	4	12	5	8
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	3	7	3	6
Asset Size (Millions)	5	\$30.0	\$32.6	\$33.0	\$34.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$40 TO \$49 MILLION

Of the 125 banks submitting data for the New England region, 14 banks were in the \$40 to \$49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Commercial Loan Officer-Jr.
Officer Trainee

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	14	\$43,015	\$52,101	\$49,820	\$56,420
Bonus	7	939	5,755	4,100	8,582
Total Compensation	14	44,529	54,978	50,750	59,395
Age	14	49	56	57	60
Years with Present Bank	14	6	20	13	33
Years in Position	14	4	8	7	11
No. of Employees Supervised	14	51	55	57	65
Asset Size (Millions)	14	\$40.5	\$44.3	\$43.0	\$47.0

SECOND RANKING OFFICER					
Base Salary	12	\$29,000	\$33,300	\$33,650	\$38,300
Bonus	8	896	2,244	2,044	3,000
Total Compensation	12	30,045	31,795	34,649	39,387
Age	12	40	49	49	54
Years with Present Bank	12	5	19	23	28
Years in Position	12	2	6	5	10
No. of Employees Supervised	12	8	35	36	54
Asset Size (Millions)	12	\$41.0	\$44.8	\$43.5	\$48.0

BRANCH MANAGER					
Base Salary	12	\$13,500	\$16,776	\$16,350	\$18,000
Bonus	5	657	1,015	975	1,163
Total Compensation	12	14,850	17,199	16,763	18,475
Age	12	36	48	50	57
Years with Present Bank	12	4	11	11	16
Years in Position	12	1	5	3	5
No. of Employees Supervised	12	4	5	4	5
Asset Size (Millions)	12	\$41.0	\$44.8	\$43.5	\$48.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	\$16,400	\$21,659	\$23,700	\$23,850
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,075	22,479	24,669	24,909
Age	5	38	49	52	55
Years with Present Bank	5	5	14	9	11
Years in Position	5	4	7	7	9
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$40.0	\$45.0	\$44.0	\$45.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	11	\$22,000	\$25,413	\$26,200	\$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	22,000	26,009	26,200	27,466
Age	11	35	43	41	50
Years with Present Bank	11	1	9	7	12
Years in Position	11	1	3	2	6
No. of Employees Supervised	11	4	7	7	9
Asset Size (Millions)	11	\$40.5	\$44.9	\$43.0	\$48.0

CONTROLLER					
Base Salary	6	\$19,900	\$23,306	\$23,562	\$25,312
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,900	23,913	24,037	25,787
Age	6	8	42	48	51
Years with Present Bank	6	4	11	13	15
Years in Position	6	2	8	9	12
No. of Employees Supervised	6	0	4	3	5
Asset Size (Millions)	6	\$41.5	\$43.2	\$42.5	\$43.0

GENERAL LOAN OFFICER					
Base Salary	7	\$15,000	\$21,813	\$20,200	\$23,645
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,343	22,401	21,120	23,924
Age	7	30	39	41	43
Years with Present Bank	7	4	12	12	18
Years in Position	7	2	6	3	8
No. of Employees Supervised	7	0	4	5	6
Asset Size (Millions)	7	\$41.0	\$45.3	\$44.0	\$47.0

INSTALMENT LOAN COLLECTOR					
Base Salary	6	\$13,400	\$17,066	\$15,500	\$19,398
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,400	17,584	16,102	20,286
Age	6	29	44	47	56
Years with Present Bank	6	1	5	4	5
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	1	1	1	2
Asset Size (Millions)	6	\$40.0	\$42.3	\$42.0	\$43.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER-SR.					
Base Salary	6	\$17,200	\$19,617	\$19,250	\$21,050
Bonus		INSUFFICIENT DATA			
Total Compensation	6	17,200	20,104	20,175	21,225
Age	6	38	47	50	51
Years with Present Bank	6	3	14	14	22
Years in Position	6	2	7	7	9
No. of Employees Supervised	6	2	5	5	7
Asset Size (Millions)	6	\$40.5	\$45.8	\$45.5	\$48.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	9	\$13,000	\$15,529	\$14,962	\$17,300
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,000	15,892	16,000	17,729
Age	9	28	36	33	39
Years with Present Bank	9	5	7	6	9
Years in Position	9	2	2	2	2
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	\$40.5	\$43.6	\$43.0	\$45.0

INTERNAL AUDITING OFFICER					
Base Salary	9	\$14,334	\$18,218	\$16,500	\$19,785
Bonus	6	552	990	966	1,116
Total Compensation	9	14,526	18,878	16,500	20,614
Age	8	26	39	34	45
Years with Present Bank	9	2	11	9	14
Years in Position	9	1	4	2	3
No. of Employees Supervised	9	0	1	1	1
Asset Size (Millions)	9	\$41.0	\$45.1	\$44.0	\$47.0

MORTGAGE LOAN OFFICER					
Base Salary	6	\$20,350	\$24,846	\$23,089	\$25,900
Bonus	5	792	1,530	1,148	1,534
Total Compensation	6	21,310	26,122	23,927	27,002
Age	6	37	43	43	46
Years with Present Bank	6	2	10	6	15
Years in Position	6	2	5	3	5
No. of Employees Supervised	6	0	3	2	4
Asset Size (Millions)	6	\$42.0	\$46.8	\$47.0	\$48.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	9	\$20,500	\$22,415	\$22,000	\$23,425
Bonus		INSUFFICIENT DATA			
Total Compensation	9	20,500	22,840	22,000	23,425
Age	9	34	43	46	49
Years with Present Bank	9	6	15	14	18
Years in Position	9	3	5	3	6
No. of Employees Supervised	9	6	17	13	16
Asset Size (Millions)	9	\$40.5	\$44.4	\$42.0	\$46.0

OPERATIONS OFFICER-JR.					
Base Salary	7	\$13,339	\$16,871	\$14,500	\$19,550
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,750	17,195	14,500	19,550
Age	7	28	40	41	47
Years with Present Bank	7	5	12	14	17
Years in Position	7	2	3	3	5
No. of Employees Supervised	7	7	12	10	14
Asset Size (Millions)	7	\$40.5	\$43.4	\$42.0	\$45.5

PERSONNEL OFFICER					
Base Salary	7	\$15,252	\$19,131	\$18,000	\$22,075
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,891	19,576	18,896	22,075
Age	7	42	50	49	56
Years with Present Bank	7	4	10	7	13
Years in Position	7	1	3	3	4
No. of Employees Supervised	7	2	12	8	9
Asset Size (Millions)	7	\$40.5	\$42.7	\$43.0	\$43.5

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$50 TO \$99 MILLION

Of the 125 banks submitting data for the New England region, 22 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer	Loan Review Officer
Branch Manager-Large (31+)	Mortgage Loan Officer-Jr.
Business Development Officer-Sr.	New Accounts Officer
Business Development Officer	Officer Trainee-Master's Degree
Correspondent Bank Officer-Sr.	Officer Trainee-Bachelor's Degree
EDP Officer-Sr.	Security Officer-Sr.
International Banking Officer-Sr.	Training Director

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	22	\$50,150	\$60,244	\$60,500	\$66,500
Bonus	7	699	6,282	2,675	11,250
Total Compensation	22	50,150	62,243	60,500	70,700
Age	22	46	51	53	55
Years with Present Bank	22	10	16	12	21
Years in Position	22	3	8	10	12
No. of Employees Supervised	22	66	92	95	122
Asset Size (Millions)	22	\$63.0	\$74.8	\$72.5	\$85.0

BANK INVESTMENT OFFICER-SR.

Base Salary	6	\$28,000	\$33,526	\$30,500	\$34,077
Bonus		INSUFFICIENT DATA			
Total Compensation	6	29,270	34,669	32,659	35,577
Age	6	37	46	46	51
Years with Present Bank	6	8	19	15	23
Years in Position	6	5	9	9	11
No. of Employees Supervised	6	1	3	2	4
Asset Size (Millions)	6	\$59.5	\$76.0	\$78.5	\$85.5

BRANCH ADMINISTRATION OFFICER-SR.

Base Salary	13	\$21,050	\$27,308	\$28,000	\$29,250
Bonus	5	291	2,925	750	1,523
Total Compensation	13	21,143	28,433	28,300	30,250
Age	13	39	44	45	48
Years with Present Bank	13	11	18	15	25
Years in Position	13	2	5	3	6
No. of Employees Supervised	13	9	37	46	57
Asset Size (Millions)	13	\$61.0	\$72.4	\$71.0	\$79.5

BRANCH MANAGER-MEDIUM(10-30)

Base Salary	9	\$16,076	\$21,051	\$20,000	\$23,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,076	21,167	21,042	23,000
Age	9	32	40	38	47
Years with Present Bank	9	5	8	8	9
Years in Position	9	3	4	4	3
No. of Employees Supervised	9	8	10	10	11
Asset Size (Millions)	9	\$65.5	\$78.7	\$82.0	\$88.0

GEOGRAPHIC REGION: 1
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-SMALL (-10)					
Base Salary	18	\$15,200	\$17,253	\$17,250	\$18,574
Bonus	6	299	704	483	831
Total Compensation	18	15,339	17,487	17,483	18,574
Age	18	31	39	38	44
Years with Present Bank	18	3	10	8	11
Years in Position	18	1	4	3	6
No. of Employees Supervised	18	4	5	5	7
Asset Size (Millions)	18	\$61.5	\$74.1	\$71.5	\$85.5

COMMERCIAL CREDIT DEPT. MANAGER

Base Salary	9	\$15,269	\$23,749	\$19,300	\$24,650
Bonus		INSUFFICIENT DATA			
Total Compensation	9	15,269	24,573	20,525	24,650
Age	9	36	42	42	46
Years with Present Bank	9	2	12	11	15
Years in Position	9	2	7	2	6
No. of Employees Supervised	9	1	4	4	6
Asset Size (Millions)	9	\$64.0	\$72.8	\$73.0	\$79.5

COMMERCIAL LOAN DEPT. MANAGER

Base Salary	13	\$29,850	\$34,485	\$33,000	\$39,200
Bonus	5	1,099	2,462	2,000	2,056
Total Compensation	13	30,850	35,431	33,000	40,256
Age	13	41	48	44	53
Years with Present Bank	13	4	10	8	13
Years in Position	13	2	7	4	6
No. of Employees Supervised	13	3	11	6	11
Asset Size (Millions)	13	\$63.0	\$74.2	\$73.0	\$83.5

COMMERCIAL LOAN OFFICER

Base Salary	11	\$25,300	\$29,683	\$28,500	\$32,704
Bonus		INSUFFICIENT DATA			
Total Compensation	11	25,300	30,347	30,500	33,329
Age	11	32	45	46	52
Years with Present Bank	10	3	12	7	10
Years in Position	11	2	6	4	7
No. of Employees Supervised	11	0	5	3	5
Asset Size (Millions)	11	\$59.5	\$70.7	\$68.0	\$78.5

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	\$14,050	\$17,460	\$18,200	\$19,100
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,050	17,858	18,716	19,558
Age	5	30	37	39	40
Years with Present Bank	5	8	12	9	11
Years in Position	5	2	2	2	2
No. of Employees Supervised	5	1	4	1	3
Asset Size (Millions)	5	\$56.5	\$72.4	\$72.0	\$77.0

FINANCIAL OFFICER-SR.					
Base Salary	15	\$29,250	\$31,380	\$32,000	\$33,500
Bonus		INSUFFICIENT DATA			
Total Compensation	15	29,750	31,849	32,500	34,000
Age	15	36	46	48	54
Years with Present Bank	15	7	19	18	29
Years in Position	15	4	7	6	11
No. of Employees Supervised	15	3	21	6	30
Asset Size (Millions)	15	\$61.5	\$73.4	\$71.0	\$85.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	8	\$12,532	\$14,604	\$15,250	\$15,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,532	14,732	15,382	15,600
Age	8	31	36	35	37
Years with Present Bank	8	1	5	4	9
Years in Position	8	1	3	3	3
No. of Employees Supervised	8	0	1	1	2
Asset Size (Millions)	8	\$63.0	\$77.0	\$78.0	\$86.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	15	\$18,375	\$22,322	\$23,884	\$24,150
Bonus		INSUFFICIENT DATA			
Total Compensation	15	18,474	22,665	24,000	24,650
Age	15	37	43	43	47
Years with Present Bank	15	8	14	13	21
Years in Position	15	3	7	6	8
No. of Employees Supervised	15	3	7	6	10
Asset Size (Millions)	15	\$59.5	\$74.2	\$77.0	\$85.5

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER					
Base Salary	12	\$15,500	\$17,708	\$17,675	\$19,700
Bonus		INSUFFICIENT DATA			
Total Compensation	12	16,000	17,894	17,675	20,000
Age	12	35	42	40	42
Years with Present Bank	12	9	15	13	19
Years in Position	12	3	6	7	7
No. of Employees Supervised	12	0	3	0	3
Asset Size (Millions)	12	\$65.0	\$72.2	\$70.5	\$77.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	12	\$17,000	\$18,729	\$18,500	\$21,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	17,066	18,940	18,500	21,500
Age	12	29	39	37	44
Years with Present Bank	12	3	13	9	17
Years in Position	12	1	3	2	2
No. of Employees Supervised	12	0	8	1	2
Asset Size (Millions)	12	\$63.0	\$71.9	\$70.5	\$77.0

MARKETING DIRECTOR					
Base Salary	7	\$21,567	\$26,597	\$25,548	\$30,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	21,567	26,597	25,548	30,250
Age	7	30	47	43	60
Years with Present Bank	7	3	11	9	10
Years in Position	7	1	3	3	4
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	7	\$62.5	\$82.1	\$85.0	\$92.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	\$25,000	\$27,375	\$27,000	\$28,038
Bonus		INSUFFICIENT DATA			
Total Compensation	5	25,000	28,075	29,076	29,788
Age	5	39	48	53	54
Years with Present Bank	5	1	11	12	13
Years in Position	5	1	8	4	6
No. of Employees Supervised	5	2	5	5	5
Asset Size (Millions)	5	\$68.0	\$79.2	\$80.0	\$83.0

GEOGRAPHIC REGION: 1

ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	15	\$18,000	\$22,352	\$20,200	\$25,000
Bonus	6	228	1,186	831	1,180
Total Compensation	15	18,000	22,826	20,200	25,000
Age	15	38	46	46	51
Years with Present Bank	15	4	13	13	20
Years in Position	15	2	5	3	5
No. of Employees Supervised	15	0	2	1	2
Asset Size (Millions)	15	\$63.0	\$74.3	\$71.0	\$84.0

OPERATIONS OFFICER-SR.

Base Salary	15	\$20,400	\$27,177	\$30,000	\$31,625
Bonus	5	357	2,463	1,100	1,300
Total Compensation	15	21,150	27,998	30,000	32,975
Age	15	36	41	39	46
Years with Present Bank	15	4	14	14	21
Years in Position	15	2	6	3	9
No. of Employees Supervised	15	13	38	28	38
Asset Size (Millions)	15	\$68.5	\$78.9	\$80.0	\$88.5

PERSONNEL OFFICER-SR.

Base Salary	11	\$15,150	\$20,394	\$19,100	\$23,850
Bonus		INSUFFICIENT DATA			
Total Compensation	11	15,150	20,757	19,100	23,850
Age	11	29	44	42	55
Years with Present Bank	11	4	12	7	12
Years in Position	11	1	4	2	5
No. of Employees Supervised	11	1	19	2	6
Asset Size (Millions)	11	\$64.0	\$79.0	\$82.0	\$85.5

TRUST DEPARTMENT OFFICER-SR.

Base Salary	13	\$33,500	\$35,892	\$36,000	\$38,125
Bonus	5	506	3,302	1,500	3,250
Total Compensation	13	33,500	37,162	37,000	42,500
Age	12	43	49	49	53
Years with Present Bank	12	8	15	14	19
Years in Position	12	5	10	9	12
No. of Employees Supervised	12	5	10	7	9
Asset Size (Millions)	13	\$64.0	\$75.2	\$73.0	\$83.5

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST OPERATIONS MANAGER					
Base Salary	11	\$17,050	\$20,218	\$18,750	\$21,900
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,050	20,557	18,750	21,900
Age	11	34	44	46	48
Years with Present Bank	11	5	12	11	20
Years in Position	11	1	5	6	9
No. of Employees Supervised	11	2	4	4	6
Asset Size (Millions)	11	\$64.0	\$77.2	\$77.0	\$85.5

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$100 TO \$249 MILLION

Of the 125 banks submitting data for the New England region, 23 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer
Correspondent Bank Officer-Sr.

International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	23	\$61,126	\$75,098	\$72,800	\$85,250
Bonus	5	1,800	6,577	5,600	6,300
Total Compensation	23	61,126	76,528	72,800	87,500
Age	23	47	54	53	60
Years with Present Bank	23	7	17	16	22
Years in Position	23	5	9	8	14
No. of Employees Supervised	23	70	160	150	268
Asset Size (Millions)	23	\$116.5	\$154.9	\$146.0	\$175.5

ADVERTISING OFFICER					
Base Salary	9	\$14,250	\$22,387	\$19,000	\$28,340
Bonus		INSUFFICIENT DATA			
Total Compensation	9	14,250	22,789	19,000	28,652
Age	9	33	45	48	50
Years with Present Bank	9	2	12	2	19
Years in Position	9	2	4	2	4
No. of Employees Supervised	9	1	1	1	1
Asset Size (Millions)	9	\$111.5	\$165.3	\$154.0	\$204.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	15	\$29,500	\$34,328	\$34,200	\$37,460
Bonus		INSUFFICIENT DATA			
Total Compensation	15	30,500	34,994	34,200	37,460
Age	15	33	43	44	49
Years with Present Bank	15	3	11	8	15
Years in Position	15	2	6	5	8
No. of Employees Supervised	15	1	3	2	4
Asset Size (Millions)	15	\$112.5	\$159.0	\$150.0	\$196.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	16	\$31,500	\$38,903	\$36,750	\$42,500
Bonus		INSUFFICIENT DATA			
Total Compensation	16	31,500	39,663	38,500	42,500
Age	16	34	41	41	44
Years with Present Bank	16	3	13	11	17
Years in Position	16	1	3	3	5
No. of Employees Supervised	17	25	94	100	138
Asset Size (Millions)	17	\$122.5	\$156.9	\$146.0	\$173.5

GEOGRAPHIC REGION: 1
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	17	\$18,000	\$21,491	\$21,400	\$22,750
Bonus		INSUFFICIENT DATA			
Total Compensation	17	18,000	21,756	21,400	22,822
Age	17	36	41	40	45
Years with Present Bank	17	4	15	17	23
Years in Position	17	1	5	4	7
No. of Employees Supervised	17	10	13	12	14
Asset Size (Millions)	17	\$124.0	\$160.3	\$150.0	\$179.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	20	\$14,000	\$16,131	\$15,060	\$17,400
Bonus		INSUFFICIENT DATA			
Total Compensation	20	14,000	16,340	15,560	17,400
Age	20	31	40	35	51
Years with Present Bank	20	5	11	10	13
Years in Position	20	2	5	3	4
No. of Employees Supervised	20	5	6	6	8
Asset Size (Millions)	20	\$115.0	\$156.3	\$144.0	\$193.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	6	\$25,500	\$29,500	\$30,500	\$31,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,500	30,000	30,500	31,500
Age	6	31	45	44	53
Years with Present Bank	6	1	7	4	9
Years in Position	6	1	2	1	2
No. of Employees Supervised	6	0	3	1	2
Asset Size (Millions)	6	\$110.0	\$128.7	\$133.0	\$138.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	15	\$14,650	\$18,839	\$17,000	\$23,000
Bonus		INSUFFICIENT DATA			
Total Compensation	15	14,650	18,889	17,000	23,240
Age	15	28	38	36	46
Years with Present Bank	15	1	8	5	13
Years in Position	15	1	2	1	3
No. of Employees Supervised	15	1	5	3	5
Asset Size (Millions)	15	\$109.0	\$156.3	\$146.0	\$196.5

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	14	\$32,750	\$40,254	\$43,000	\$46,250
Bonus		INSUFFICIENT DATA			
Total Compensation	14	34,250	40,772	44,000	46,470
Age	14	38	48	46	54
Years with Present Bank	14	3	15	11	21
Years in Position	14	2	4	3	8
No. of Employees Supervised	14	4	14	10	14
Asset Size (Millions)	14	\$119.0	\$153.7	\$146.0	\$173.5

COMMERCIAL LOAN OFFICER					
Base Salary	17	\$23,700	\$28,499	\$29,000	\$31,750
Bonus		INSUFFICIENT DATA			
Total Compensation	17	23,700	28,692	30,160	32,000
Age	17	35	42	40	45
Years with Present Bank	17	2	8	4	8
Years in Position	17	1	6	2	5
No. of Employees Supervised	17	0	2	1	3
Asset Size (Millions)	17	\$124.0	\$162.1	\$150.0	\$196.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	11	\$16,750	\$20,704	\$22,000	\$22,800
Bonus		INSUFFICIENT DATA			
Total Compensation	11	16,750	20,940	22,000	22,800
Age	11	31	34	32	36
Years with Present Bank	11	1	4	4	7
Years in Position	11	1	2	1	2
No. of Employees Supervised	11	0	1	0	0
Asset Size (Millions)	11	\$120.0	\$163.2	\$150.0	\$196.5

EDP OFFICER-SR.					
Base Salary	10	\$17,250	\$27,651	\$30,000	\$31,300
Bonus		INSUFFICIENT DATA			
Total Compensation	10	17,403	28,011	30,000	32,850
Age	10	32	39	38	45
Years with Present Bank	10	5	9	9	11
Years in Position	10	1	5	5	9
No. of Employees Supervised	10	7	26	25	37
Asset Size (Millions)	10	\$112.5	\$160.8	\$145.0	\$196.5

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	19	\$22,500	\$28,457	\$26,836	\$32,655
Bonus	5	440	1,834	900	2,145
Total Compensation	19	22,500	28,940	26,836	32,655
Age	19	35	44	39	54
Years with Present Bank	19	3	15	15	22
Years in Position	19	2	7	5	10
No. of Employees Supervised	19	5	13	7	11
Asset Size (Millions)	19	\$112.5	\$152.5	\$142.0	\$175.5

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	16	\$15,000	\$18,220	\$16,000	\$19,240
Bonus		INSUFFICIENT DATA			
Total Compensation	16	15,000	18,526	16,000	19,795
Age	16	33	37	36	40
Years with Present Bank	16	3	7	6	8
Years in Position	16	1	4	3	5
No. of Employees Supervised	16	2	4	3	6
Asset Size (Millions)	16	\$136.0	\$161.6	\$148.0	\$193.0

INSTALMENT LOAN DEPARTMENT MANAGER

Base Salary	16	\$20,000	\$25,128	\$25,136	\$29,000
Bonus		INSUFFICIENT DATA			
Total Compensation	16	20,000	25,488	25,136	29,000
Age	16	31	39	37	44
Years with Present Bank	16	7	11	9	15
Years in Position	16	2	5	4	5
No. of Employees Supervised	16	4	12	8	15
Asset Size (Millions)	16	\$130.0	\$163.8	\$148.0	\$200.0

INSTALMENT LOAN OFFICER

Base Salary	20	\$14,800	\$20,164	\$19,375	\$22,000
Bonus		INSUFFICIENT DATA			
Total Compensation	20	14,800	20,300	19,406	22,000
Age	20	29	40	36	50
Years with Present Bank	20	5	11	9	15
Years in Position	20	1	5	3	5
No. of Employees Supervised	20	0	4	3	4
Asset Size (Millions)	20	\$118.0	\$158.0	\$148.0	\$193.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER-SR.					
Base Salary	17	\$16,635	\$19,518	\$18,800	\$20,500
Bonus		INSUFFICIENT DATA			
Total Compensation	17	16,635	19,691	18,907	20,500
Age	17	31	37	36	43
Years with Present Bank	17	1	7	8	11
Years in Position	17	1	3	2	4
No. of Employees Supervised	17	1	2	1	2
Asset Size (Millions)	17	\$127.0	\$163.9	\$150.0	\$196.5

LOAN REVIEW OFFICER					
Base Salary	5	\$16,250	\$21,700	\$22,000	\$24,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,250	21,754	22,000	24,500
Age	5	29	36	31	35
Years with Present Bank	5	2	6	8	9
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$120.0	\$169.6	\$150.0	\$187.5

MARKETING DIRECTOR					
Base Salary	14	\$15,750	\$23,013	\$19,100	\$30,494
Bonus		INSUFFICIENT DATA			
Total Compensation	14	15,835	23,261	19,100	30,494
Age	15	32	41	35	50
Years with Present Bank	15	2	6	3	9
Years in Position	15	2	3	3	4
No. of Employees Supervised	15	0	1	1	1
Asset Size (Millions)	15	\$116.5	\$161.9	\$150.0	\$200.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	15	\$19,500	\$25,590	\$25,000	\$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	15	19,500	25,897	25,000	31,000
Age	15	34	46	46	57
Years with Present Bank	15	5	11	9	13
Years in Position	15	1	4	3	6
No. of Employees Supervised	15	3	5	4	6
Asset Size (Millions)	15	\$122.5	\$163.1	\$150.0	\$204.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	9	\$17,750	\$25,841	\$24,000	\$28,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,750	26,713	25,100	28,500
Age	9	35	48	47	60
Years with Present Bank	9	8	18	18	24
Years in Position	9	2	6	3	9
No. of Employees Supervised	9	1	3	2	3
Asset Size (Millions)	9	\$129.0	\$153.3	\$150.0	\$154.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	12	\$12,500	\$16,021	\$15,924	\$19,200
Bonus		INSUFFICIENT DATA			
Total Compensation	12	12,500	16,254	15,924	19,200
Age	12	30	35	32	38
Years with Present Bank	12	4	10	7	13
Years in Position	12	1	3	3	4
No. of Employees Supervised	11	0	1	0	2
Asset Size (Millions)	12	\$130.0	\$156.7	\$141.0	\$158.0

NEW ACCOUNTS OFFICER					
Base Salary	10	\$13,050	\$15,035	\$14,900	\$16,850
Bonus		INSUFFICIENT DATA			
Total Compensation	10	13,491	15,324	14,900	16,850
Age	10	31	46	46	59
Years with Present Bank	10	3	13	12	22
Years in Position	10	1	5	3	5
No. of Employees Supervised	10	0	6	3	10
Asset Size (Millions)	10	\$120.0	\$170.1	\$166.5	\$204.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	10	\$9,518	\$10,879	\$10,775	\$11,400
Bonus		INSUFFICIENT DATA			
Total Compensation	10	9,518	10,929	10,950	11,400
Age	10	24	25	25	26
Years with Present Bank	10	1	1	1	1
Years in Position	10	1	1	1	1
No. of Employees Supervised	10	0	0	0	0
Asset Size (Millions)	10	\$148.0	\$173.9	\$156.0	\$204.0

GEOGRAPHIC REGION: 1

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	21	\$22,400	\$28,915	\$30,000	\$34,000
Bonus		INSUFFICIENT DATA			
Total Compensation	21	23,128	29,172	30,000	34,000
Age	20	32	41	41	47
Years with Present Bank	21	6	11	9	15
Years in Position	21	1	4	2	6
No. of Employees Supervised	21	10	46	34	58
Asset Size (Millions)	21	\$124.0	\$155.0	\$146.0	\$156.0

PERSONNEL OFFICER-SR.					
Base Salary	18	\$19,400	\$24,042	\$24,500	\$26,600
Bonus		INSUFFICIENT DATA			
Total Compensation	18	19,400	24,404	24,859	26,600
Age	18	39	48	49	57
Years with Present Bank	18	7	14	13	16
Years in Position	18	2	5	3	7
No. of Employees Supervised	18	2	16	3	6
Asset Size (Millions)	18	\$133.0	\$158.4	\$148.0	\$175.5

SECURITY OFFICER-SR.					
Base Salary	14	\$17,500	\$21,618	\$20,125	\$25,100
Bonus		INSUFFICIENT DATA			
Total Compensation	14	18,295	21,760	20,125	25,100
Age	14	38	46	48	52
Years with Present Bank	14	5	16	16	23
Years in Position	14	2	6	6	8
No. of Employees Supervised	14	0	17	3	11
Asset Size (Millions)	14	\$116.5	\$167.9	\$156.0	\$204.0

TRAINING DIRECTOR					
Base Salary	5	\$11,500	\$12,664	\$13,000	\$13,260
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,750	12,816	13,260	13,390
Age	5	29	34	31	33
Years with Present Bank	5	2	6	3	4
Years in Position	5	2	2	2	2
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	\$134.0	\$180.2	\$200.0	\$204.0

GEOGRAPHIC REGION: 1

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	15	\$28,040	\$35,365	\$34,800	\$42,250
Bonus		INSUFFICIENT DATA			
Total Compensation	15	28,040	35,998	34,800	42,500
Age	15	42	47	47	52
Years with Present Bank	15	5	14	11	18
Years in Position	15	1	7	4	13
No. of Employees Supervised	15	3	11	8	17
Asset Size (Millions)	15	\$109.0	\$153.2	\$142.0	\$177.0

TRUST OPERATIONS MANAGER					
Base Salary	12	\$15,500	\$21,578	\$22,425	\$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,500	21,828	22,425	27,000
Age	12	32	39	39	43
Years with Present Bank	12	4	12	9	13
Years in Position	12	2	6	5	8
No. of Employees Supervised	12	4	6	5	6
Asset Size (Millions)	12	\$115.0	\$162.0	\$148.0	\$200.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$250 TO \$499 MILLION

Of the 125 banks submitting data for the New England region, 11 banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer-Sr.
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.

New Accounts Officer
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	11	\$82,250	\$99,008	\$90,000	\$108,850
Bonus		INSUFFICIENT DATA			
Total Compensation	11	83,900	104,058	95,200	113,125
Age	11	46	51	49	57
Years with Present Bank	11	5	11	8	16
Years in Position	11	2	7	6	9
No. of Employees Supervised	11	220	416	415	569
Asset Size (Millions)	11	\$302.0	\$362.1	\$343.0	\$401.5

ADVERTISING OFFICER					
Base Salary	5	\$17,500	\$20,548	\$21,740	\$21,870
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,500	20,548	21,740	21,870
Age	5	30	36	31	37
Years with Present Bank	5	2	7	8	9
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	0	1	1	1
Asset Size (Millions)	5	\$289.0	\$370.6	\$390.0	\$395.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	8	\$33,500	\$40,261	\$38,730	\$44,625
Bonus	5	1,800	2,681	2,105	2,303
Total Compensation	8	37,000	41,936	40,533	44,625
Age	8	37	47	47	56
Years with Present Bank	8	4	12	10	11
Years in Position	8	1	6	4	7
No. of Employees Supervised	8	2	9	6	7
Asset Size (Millions)	8	\$281.0	\$365.9	\$366.5	\$400.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	8	\$31,600	\$38,716	\$37,000	\$43,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	31,600	40,656	43,300	44,625
Age	8	39	46	45	54
Years with Present Bank	8	7	16	15	17
Years in Position	8	2	5	5	6
No. of Employees Supervised	8	101	164	161	194
Asset Size (Millions)	8	\$281.0	\$357.1	\$336.5	\$390.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	9	\$20,745	\$23,048	\$23,000	\$24,722
Bonus		INSUFFICIENT DATA			
Total Compensation	9	20,945	23,359	23,000	24,722
Age	9	43	47	48	51
Years with Present Bank	9	8	17	15	25
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	12	14	13	15
Asset Size (Millions)	9	\$302.0	\$359.7	\$330.0	\$395.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	10	\$18,150	\$19,497	\$19,233	\$20,850
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,250	19,850	19,366	21,250
Age	10	32	40	40	44
Years with Present Bank	10	8	13	10	16
Years in Position	10	2	5	4	7
No. of Employees Supervised	10	6	7	7	8
Asset Size (Millions)	10	\$302.0	\$358.0	\$336.5	\$395.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	6	\$18,750	\$23,748	\$25,495	\$26,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,750	24,082	25,495	26,800
Age	6	33	45	40	51
Years with Present Bank	6	7	15	12	13
Years in Position	6	4	8	7	10
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	\$289.0	\$363.8	\$360.0	\$395.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	\$15,150	\$22,781	\$23,004	\$24,952
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,150	22,781	23,004	24,952
Age	5	32	40	36	37
Years with Present Bank	5	7	10	10	11
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	3	6	5	6
Asset Size (Millions)	5	\$288.5	\$370.4	\$390.0	\$395.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	8	\$32,000	\$44,203	\$45,313	\$49,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	33,280	46,580	47,619	53,000
Age	8	40	47	47	51
Years with Present Bank	8	4	11	11	13
Years in Position	8	2	6	7	9
No. of Employees Supervised	7	5	17	8	24
Asset Size (Millions)	8	\$281.0	\$350.0	\$333.5	\$390.0

COMMERCIAL LOAN OFFICER					
Base Salary	8	\$26,500	\$32,625	\$33,100	\$35,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	27,560	33,499	35,066	37,000
Age	8	33	40	37	41
Years with Present Bank	8	1	10	9	11
Years in Position	8	1	5	6	7
No. of Employees Supervised	8	0	2	1	4
Asset Size (Millions)	8	\$281.0	\$350.0	\$333.5	\$390.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	6	\$16,650	\$22,300	\$22,500	\$23,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,650	23,133	22,500	23,500
Age	6	27	32	33	34
Years with Present Bank	6	3	7	6	9
Years in Position	6	1	2	1	3
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	\$288.5	\$362.7	\$357.0	\$395.0

EDP OFFICER-SR.					
Base Salary	6	\$22,500	\$34,971	\$34,000	\$44,163
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,700	35,038	34,000	44,163
Age	6	36	42	39	45
Years with Present Bank	6	4	10	10	13
Years in Position	6	1	4	5	6
No. of Employees Supervised	6	16	52	36	45
Asset Size (Millions)	6	\$302.0	\$388.7	\$396.5	\$426.5

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	11	\$29,813	\$35,375	\$37,500	\$39,400
Bonus		INSUFFICIENT DATA			
Total Compensation	11	29,813	36,246	39,000	40,500
Age	11	35	40	37	43
Years with Present Bank	11	4	9	7	11
Years in Position	11	2	5	4	7
No. of Employees Supervised	11	5	12	9	13
Asset Size (Millions)	11	\$302.0	\$362.1	\$343.0	\$401.5

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	6	\$13,955	\$16,982	\$16,375	\$17,150
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,955	16,982	16,375	17,150
Age	6	28	40	39	45
Years with Present Bank	6	2	5	4	7
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	6	9	8	11
Asset Size (Millions)	6	\$267.5	\$355.7	\$357.0	\$395.0

INSTALMENT LOAN DEPARTMENT MANAGER

Base Salary	6	\$22,600	\$29,804	\$28,750	\$30,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	23,000	30,604	28,750	32,750
Age	6	36	46	48	52
Years with Present Bank	6	5	13	13	14
Years in Position	6	0	5	6	8
No. of Employees Supervised	6	9	13	13	15
Asset Size (Millions)	6	\$267.5	\$364.0	\$357.0	\$420.0

INSTALMENT LOAN OFFICER

Base Salary	7	\$15,950	\$22,943	\$24,500	\$27,350
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,950	23,832	25,480	29,350
Age	7	32	41	40	44
Years with Present Bank	7	3	11	12	17
Years in Position	7	3	6	5	8
No. of Employees Supervised	7	0	6	3	8
Asset Size (Millions)	7	\$288.5	\$367.0	\$343.0	\$420.0

GEOGRAPHIC REGION: 1
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER-SR.					
Base Salary	9	\$23,750	\$27,925	\$28,000	\$29,850
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,220	28,518	28,000	29,850
Age	9	37	41	38	41
Years with Present Bank	9	4	11	11	15
Years in Position	9	1	5	6	8
No. of Employees Supervised	9	3	5	5	7
Asset Size (Millions)	9	\$302.0	\$361.4	\$343.0	\$396.5

LOAN REVIEW OFFICER					
Base Salary	5	\$16,239	\$24,575	\$21,500	\$22,700
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,239	24,575	21,500	22,700
Age	5	32	39	35	36
Years with Present Bank	5	3	11	5	7
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	1	2	1	2
Asset Size (Millions)	5	\$267.5	\$348.0	\$330.0	\$360.0

MARKETING DIRECTOR					
Base Salary	11	\$23,500	\$33,843	\$36,000	\$38,175
Bonus		INSUFFICIENT DATA			
Total Compensation	11	23,500	34,581	37,000	40,025
Age	11	37	44	46	49
Years with Present Bank	11	2	11	10	15
Years in Position	11	2	6	7	9
No. of Employees Supervised	11	1	3	3	4
Asset Size (Millions)	11	\$302.0	\$362.1	\$343.0	\$401.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	7	\$19,675	\$31,059	\$35,000	\$39,080
Bonus		INSUFFICIENT DATA			
Total Compensation	7	20,025	31,459	35,000	39,600
Age	7	35	44	43	50
Years with Present Bank	7	4	13	8	16
Years in Position	7	2	6	5	9
No. of Employees Supervised	7	3	12	4	15
Asset Size (Millions)	7	\$267.5	\$360.4	\$330.0	\$425.0

GEOGRAPHIC REGION: 1
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	8	\$19,200	\$25,153	\$25,163	\$28,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	20,100	25,608	25,653	28,000
Age	8	34	39	37	42
Years with Present Bank	8	6	13	14	16
Years in Position	8	1	5	4	8
No. of Employees Supervised	8	1	3	3	3
Asset Size (Millions)	8	\$281.0	\$366.6	\$366.5	\$400.0

MORTGAGE LOAN OFFICER-JR.

Base Salary	5	\$14,789	\$18,896	\$19,200	\$19,452
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,789	19,076	19,704	19,902
Age	5	28	32	31	34
Years with Present Bank	5	5	10	11	12
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$322.0	\$395.8	\$400.0	\$425.0

OFFICER TRAINEE-BACHELOR'S DEGREE

Base Salary	6	\$10,591	\$11,399	\$11,000	\$11,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	10,691	11,432	11,000	11,800
Age	6	23	26	25	26
Years with Present Bank	6	1	2	1	1
Years in Position	6	1	1	1	1
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	6	\$302.0	\$390.3	\$401.5	\$426.5

OPERATIONS OFFICER-SR.

Base Salary	10	\$26,500	\$34,660	\$31,550	\$39,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	26,500	35,854	32,832	39,350
Age	10	35	44	43	49
Years with Present Bank	10	9	15	12	20
Years in Position	10	1	3	2	6
No. of Employees Supervised	10	33	82	78	112
Asset Size (Millions)	10	\$302.0	\$358.0	\$336.5	\$395.0

GEOGRAPHIC REGION: 1
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER-SR.					
Base Salary	10	\$23,850	\$28,283	\$25,500	\$29,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	23,850	28,643	26,250	29,350
Age	10	35	45	46	52
Years with Present Bank	10	3	11	8	14
Years in Position	10	2	5	3	6
No. of Employees Supervised	10	3	5	4	6
Asset Size (Millions)	10	\$302.0	\$365.9	\$366.5	\$401.5

SECURITY OFFICER-SR.					
Base Salary	7	\$18,550	\$23,557	\$24,200	\$26,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,550	24,063	24,200	27,070
Age	7	37	53	56	62
Years with Present Bank	7	7	12	12	13
Years in Position	7	1	5	4	8
No. of Employees Supervised	7	0	23	0	2
Asset Size (Millions)	7	\$288.5	\$359.9	\$343.0	\$395.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	6	\$37,750	\$46,333	\$47,250	\$48,400
Bonus		INSUFFICIENT DATA			
Total Compensation	6	38,600	49,681	48,942	51,000
Age	6	39	49	52	54
Years with Present Bank	6	7	15	14	21
Years in Position	6	3	6	5	7
No. of Employees Supervised	6	15	24	24	28
Asset Size (Millions)	6	\$267.5	\$355.7	\$357.0	\$395.0

TRUST OPERATIONS MANAGER					
Base Salary	7	\$20,300	\$24,014	\$23,000	\$26,750
Bonus		INSUFFICIENT DATA			
Total Compensation	7	20,300	24,300	23,000	26,750
Age	7	38	42	41	44
Years with Present Bank	7	5	11	11	14
Years in Position	7	1	3	3	4
No. of Employees Supervised	7	7	10	10	11
Asset Size (Millions)	7	\$267.5	\$351.0	\$324.0	\$395.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$500 TO \$999 MILLION

Of the 125 banks submitting data for the New England region, two banks were in the \$500 to \$999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 35 positions in this asset size category.

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: \$1 BILLION AND OVER

Of the 125 banks submitting data for the New England region, five banks were in the \$1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer	Instalment Loan Department Manager
Branch Administration Officer-Sr.	Instalment Loan Officer
Branch Manager-Large (31+)	International Banking Officer-Sr.
Branch Manager-Medium (10-30)	Loan Review Officer
Branch Manager-Small (-10)	Marketing Director
Business Development Officer-Sr.	Mortgage Loan Department Manager
Business Development Officer	Mortgage Loan Officer
Commercial Credit Department Manager	Mortgage Loan Officer-Jr.
Commercial Loan Department Manager	New Accounts Officer
Commercial Loan Officer	Officer Trainee-Master's Degree
Commercial Loan Officer-Jr.	Officer Trainee-Bachelor's Degree
Correspondent Bank Officer-Sr.	Operations Officer-Sr.
EDP Officer-Sr.	Security Officer-Sr.
Financial Officer-Sr.	Training Director
Instalment Loan Collection Manager	Trust Department Officer-Sr.
	Trust Operations Manager

GEOGRAPHIC REGION: 1
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	5	\$160,768	\$183,310	\$185,000	\$192,508
Bonus		INSUFFICIENT DATA			
Total Compensation	5	160,768	191,310	200,016	205,008
Age	5	54	55	54	55
Years with Present Bank	5	7	21	20	27
Years in Position	5	2	5	6	6
No. of Employees Supervised	5	1,598	2,504	2,213	2,803
Asset Size (Millions)	5	\$1,146.0	\$2,231.2	\$2,764.0	\$2,807.0

BANK INVESTMENT OFFICER-SR.

Base Salary	5	\$49,383	\$64,656	\$70,000	\$72,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	49,383	67,656	75,000	77,256
Age	5	38	45	45	47
Years with Present Bank	5	9	16	12	17
Years in Position	5	3	7	5	6
No. of Employees Supervised	5	3	25	26	31
Asset Size (Millions)	5	\$1,146.0	\$2,231.2	\$2,764.0	\$2,807.0

INTERNAL AUDITING OFFICER-SR.

Base Salary	5	\$34,853	\$41,741	\$37,000	\$38,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	34,853	42,141	39,000	39,000
Age	5	33	42	46	47
Years with Present Bank	5	4	12	7	13
Years in Position	5	2	5	4	4
No. of Employees Supervised	5	15	24	26	28
Asset Size (Millions)	5	\$1,146.0	\$2,231.2	\$2,764.0	\$2,807.0

PERSONNEL OFFICER-SR.

Base Salary	5	\$32,500	\$44,740	\$36,100	\$41,550
Bonus		INSUFFICIENT DATA			
Total Compensation	5	32,550	45,148	38,000	42,521
Age	5	24	36	39	43
Years with Present Bank	5	8	12	12	13
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised	5	12	28	26	32
Asset Size (Millions)	5	\$1,146.0	\$2,231.2	\$2,764.0	\$2,807.0

Cash Compensation Data

Region II: Mid-Atlantic

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: LESS THAN \$10 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, two banks were in the Less Than \$10 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 18 positions in this asset size category.

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$10 TO \$19 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, eight banks were in the \$10 to \$19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector

Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Sr.
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	8	\$21,000	\$27,706	\$26,900	\$29,400
Bonus	6	1,291	2,345	2,743	2,930
Total Compensation	8	23,625	29,465	29,055	32,400
Age	8	50	58	59	61
Years with Present Bank	8	19	28	28	30
Years in Position	8	2	11	9	16
No. of Employees Supervised	8	7	14	13	18
Asset Size (Millions)	8	\$13.0	\$15.0	\$15.5	\$17.0

SECOND RANKING OFFICER					
Base Salary	8	\$15,000	\$19,701	\$18,080	\$25,200
Bonus	6	868	1,682	1,733	1,820
Total Compensation	8	15,300	20,963	18,938	25,856
Age	8	39	48	47	51
Years with Present Bank	8	12	19	21	21
Years in Position	8	5	9	8	8
No. of Employees Supervised	7	2	11	9	20
Asset Size (Millions)	8	\$13.0	\$15.0	\$15.5	\$17.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$20 TO \$29 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 18 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
Controller
Instalment Loan Collector
Instalment Loan Officer-Sr.

Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	18	\$29,400	\$37,224	\$35,000	\$43,631
Bonus	14	1,450	3,111	2,500	4,613
Total Compensation	18	30,210	39,644	37,600	46,594
Age	18	46	55	57	60
Years with Present Bank	18	10	21	20	26
Years in Position	16	6	10	8	14
No. of Employees Supervised	17	18	22	21	24
Asset Size (Millions)	18	\$21.5	\$23.6	\$23.5	\$25.0

SECOND RANKING OFFICER					
Base Salary	16	\$20,000	\$23,451	\$23,000	\$25,700
Bonus	13	975	2,322	1,800	2,700
Total Compensation	16	21,100	25,338	24,550	29,500
Age	16	32	45	47	52
Years with Present Bank	16	7	17	13	22
Years in Position	15	2	7	7	10
No. of Employees Supervised	15	5	11	10	18
Asset Size (Millions)	16	\$21.0	\$23.5	\$23.5	\$25.0

BRANCH MANAGER					
Base Salary	8	\$12,500	\$14,714	\$14,280	\$16,500
Bonus	6	593	1,143	1,150	1,400
Total Compensation	8	12,500	15,571	14,780	17,710
Age	8	28	34	35	35
Years with Present Bank	8	5	10	11	11
Years in Position	8	1	5	3	7
No. of Employees Supervised	7	2	7	4	6
Asset Size (Millions)	8	\$20.0	\$22.6	\$22.0	\$23.0

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	5	\$14,850	\$17,240	\$16,000	\$16,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,500	19,145	17,650	17,675
Age	5	35	41	44	45
Years with Present Bank	5	4	7	5	8
Years in Position	5	2	5	3	4
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$23.0	\$24.8	\$26.0	\$26.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	7	\$16,050	\$20,334	\$19,400	\$21,920
Bonus	5	1,150	2,320	1,800	2,150
Total Compensation	7	17,150	21,991	19,800	24,420
Age	7	29	37	35	42
Years with Present Bank	7	5	8	7	9
Years in Position	7	3	6	5	8
No. of Employees Supervised	7	0	5	2	4
Asset Size (Millions)	7	\$20.5	\$23.6	\$23.0	\$25.0

OPERATIONS OFFICER-SR.					
Base Salary	7	\$12,250	\$18,043	\$19,000	\$21,900
Bonus	5	1,900	3,450	2,500	3,750
Total Compensation	7	14,650	20,507	19,000	24,250
Age	7	28	38	39	46
Years with Present Bank	7	3	11	8	14
Years in Position	7	1	3	2	4
No. of Employees Supervised	7	5	9	8	11
Asset Size (Millions)	7	\$20.0	\$23.0	\$23.0	\$24.5

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$30 TO \$39 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 16 banks were in the \$30 to \$39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.

Instalment Loan Collector
Instalment Loan Officer-Sr.
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	15	\$28,950	\$39,702	\$40,000	\$47,129
Bonus	12	1,300	3,753	3,529	6,000
Total Compensation	15	29,650	42,705	43,100	53,165
Age	15	41	47	47	56
Years with Present Bank	15	5	20	21	30
Years in Position	15	4	10	7	12
No. of Employees Supervised	14	27	36	37	41
Asset Size (Millions)	15	\$34.0	\$36.0	\$37.0	\$38.0

SECOND RANKING OFFICER					
Base Salary	14	\$21,515	\$31,920	\$31,277	\$37,200
Bonus	13	873	2,497	1,836	2,904
Total Compensation	14	23,160	34,238	33,322	39,264
Age	14	42	48	48	53
Years with Present Bank	14	6	16	19	22
Years in Position	14	4	9	7	12
No. of Employees Supervised	14	7	23	24	34
Asset Size (Millions)	14	\$34.0	\$36.1	\$37.0	\$38.0

BRANCH MANAGER					
Base Salary	12	\$14,400	\$16,908	\$16,950	\$17,940
Bonus	11	321	1,187	990	1,740
Total Compensation	12	14,700	17,996	17,850	19,320
Age	12	32	43	36	55
Years with Present Bank	12	4	10	8	13
Years in Position	12	3	6	6	7
No. of Employees Supervised	12	3	5	5	5
Asset Size (Millions)	12	\$33.0	\$35.8	\$37.0	\$37.0

CONTROLLER					
Base Salary	5	\$16,361	\$21,052	\$21,000	\$23,370
Bonus	5	582	1,313	1,572	1,710
Total Compensation	5	17,527	22,365	21,404	24,526
Age	5	30	43	39	46
Years with Present Bank	5	3	8	7	9
Years in Position	5	2	4	3	4
No. of Employees Supervised	5	0	3	0	3
Asset Size (Millions)	5	\$33.5	\$36.8	\$39.0	\$39.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	10	\$18,000	\$21,773	\$21,956	\$23,184
Bonus	7	283	1,370	1,000	2,350
Total Compensation	10	18,368	22,732	22,139	24,600
Age	10	35	43	41	44
Years with Present Bank	10	5	19	19	25
Years in Position	10	2	5	4	5
No. of Employees Supervised	10	3	8	7	8
Asset Size (Millions)	10	\$33.5	\$35.6	\$36.0	\$37.5

INSTALMENT LOAN OFFICER-JR.

Base Salary	5	\$10,950	\$14,742	\$14,850	\$15,705
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,348	15,528	15,136	16,848
Age	5	31	38	37	40
Years with Present Bank	5	2	10	9	14
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	0	2	0	2
Asset Size (Millions)	5	\$33.5	\$36.0	\$37.0	\$37.0

INTERNAL AUDITING OFFICER

Base Salary	7	\$11,550	\$14,697	\$13,500	\$17,000
Bonus	5	249	1,019	1,370	1,375
Total Compensation	7	11,650	15,425	14,857	17,984
Age	7	28	45	47	57
Years with Present Bank	7	1	11	11	16
Years in Position	7	1	2	2	3
No. of Employees Supervised	7	0	0	0	1
Asset Size (Millions)	7	\$35.5	\$37.3	\$37.0	\$38.5

OFFICER TRAINEE

Base Salary	5	\$10,168	\$11,784	\$11,600	\$12,292
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,452	12,288	11,600	12,917
Age	5	24	30	28	33
Years with Present Bank	5	1	6	3	6
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	1	0	2
Asset Size (Millions)	5	\$33.5	\$36.2	\$37.0	\$37.5

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	9	\$17,400	\$20,267	\$19,000	\$20,669
Bonus	7	814	2,116	1,900	2,039
Total Compensation	9	17,750	21,913	20,363	21,876
Age	9	33	41	40	43
Years with Present Bank	9	10	18	18	20
Years in Position	9	1	5	4	9
No. of Employees Supervised	9	7	12	10	16
Asset Size (Millions)	9	\$35.0	\$36.3	\$37.0	\$37.0

OPERATIONS OFFICER-JR.					
Base Salary	8	\$12,000	\$15,158	\$13,769	\$14,200
Bonus	5	277	680	448	624
Total Compensation	8	12,000	15,584	13,919	14,454
Age	8	27	41	42	52
Years with Present Bank	7	3	10	5	11
Years in Position	7	1	3	2	4
No. of Employees Supervised	8	3	11	4	6
Asset Size (Millions)	8	\$32.0	\$35.5	\$36.5	\$37.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$40 TO \$49 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 22 banks were in the \$40 to \$49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed \$49 million. The reason for this being is that banks with assets just over \$50 million were instructed to complete the under \$50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	22	\$39,000	\$46,233	\$44,050	\$53,250
Bonus	8	2,216	3,728	3,575	4,375
Total Compensation	22	40,000	47,589	44,500	55,000
Age	22	46	52	53	57
Years with Present Bank	22	10	20	16	27
Years in Position	22	5	9	8	12
No. of Employees Supervised	22	40	50	50	59
Asset Size (Millions)	22	\$43.0	\$46.8	\$45.5	\$50.5

SECOND RANKING OFFICER					
Base Salary	22	\$27,060	\$33,335	\$29,500	\$37,246
Bonus	8	1,665	3,242	2,913	3,645
Total Compensation	22	27,800	34,514	30,940	37,246
Age	22	39	46	48	53
Years with Present Bank	22	5	16	12	25
Years in Position	22	2	5	5	8
No. of Employees Supervised	21	10	38	35	57
Asset Size (Millions)	22	\$43.0	\$46.8	\$45.5	\$50.5

BRANCH MANAGER					
Base Salary	20	\$14,000	\$17,562	\$16,130	\$21,000
Bonus	7	517	1,518	1,626	1,950
Total Compensation	20	14,000	18,093	16,604	23,000
Age	18	33	41	35	49
Years with Present Bank	20	5	12	9	16
Years in Position	20	1	4	4	7
No. of Employees Supervised	19	5	9	6	9
Asset Size (Millions)	20	\$44.0	\$47.3	\$46.0	\$51.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	\$17,660	\$22,304	\$21,200	\$24,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,113	23,152	23,320	25,410
Age	5	30	40	37	44
Years with Present Bank	5	4	7	6	7
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	0	2	1	1
Asset Size (Millions)	5	\$42.0	\$46.2	\$46.0	\$46.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	12	\$16,013	\$23,898	\$24,000	\$29,000
Bonus	5	892	1,552	1,200	1,215
Total Compensation	12	16,013	24,545	24,000	30,200
Age	12	33	43	41	47
Years with Present Bank	12	4	12	7	14
Years in Position	12	1	4	3	6
No. of Employees Supervised	12	1	13	6	20
Asset Size (Millions)	12	\$44.0	\$47.4	\$46.0	\$50.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	\$13,000	\$17,100	\$15,500	\$17,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,000	17,300	15,500	17,250
Age		INSUFFICIENT DATA			
Years with Present Bank	5	4	16	6	8
Years in Position	5	4	5	4	4
No. of Employees Supervised	5	3	4	4	5
Asset Size (Millions)	5	\$43.0	\$46.6	\$45.0	\$47.5

CONTROLLER					
Base Salary	10	\$15,980	\$22,718	\$19,525	\$28,156
Bonus	6	814	1,553	1,498	1,843
Total Compensation	10	16,789	23,650	20,273	28,156
Age	10	28	37	36	42
Years with Present Bank	10	2	8	4	9
Years in Position	10	1	4	3	4
No. of Employees Supervised	10	1	20	12	38
Asset Size (Millions)	10	\$42.5	\$47.1	\$46.5	\$50.5

GENERAL LOAN OFFICER					
Base Salary	8	\$16,500	\$21,393	\$22,750	\$23,640
Bonus	6	607	1,371	1,425	1,725
Total Compensation	8	18,150	22,421	24,035	25,200
Age	8	36	43	45	46
Years with Present Bank	8	2	12	9	20
Years in Position	8	2	6	4	4
No. of Employees Supervised	7	0	11	4	7
Asset Size (Millions)	8	\$44.0	\$46.9	\$46.5	\$48.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	8	\$9,880	\$12,275	\$11,967	\$12,200
Bonus		INSUFFICIENT DATA			
Total Compensation	8	9,880	12,690	11,967	12,200
Age	8	26	36	33	45
Years with Present Bank	8	1	3	3	4
Years in Position	8	0	3	3	3
No. of Employees Supervised	8	0	1	1	2
Asset Size (Millions)	8	\$43.0	\$45.9	\$45.5	\$46.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	16	\$15,000	\$18,819	\$19,250	\$20,000
Bonus	8	487	1,141	1,335	1,392
Total Compensation	16	16,300	19,389	19,300	21,332
Age	15	32	39	35	44
Years with Present Bank	16	5	9	8	15
Years in Position	16	1	4	4	6
No. of Employees Supervised	15	2	5	4	6
Asset Size (Millions)	16	\$44.0	\$47.6	\$46.5	\$52.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	8	\$10,500	\$13,585	\$13,500	\$15,700
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,762	13,914	14,100	15,700
Age	7	25	41	41	54
Years with Present Bank	8	2	10	6	8
Years in Position	8	1	5	3	5
No. of Employees Supervised	7	1	3	2	4
Asset Size (Millions)	8	\$44.0	\$46.6	\$45.0	\$48.0

INTERNAL AUDITING OFFICER					
Base Salary	6	\$11,660	\$16,470	\$16,500	\$18,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,792	17,006	16,500	19,150
Age	6	27	35	33	39
Years with Present Bank	6	0	5	3	7
Years in Position	6	0	2	2	3
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	\$43.5	\$46.7	\$45.5	\$48.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	5	\$19,791	\$21,395	\$21,476	\$21,946
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,738	21,786	21,540	21,978
Age	5	37	45	47	49
Years with Present Bank	5	10	18	15	22
Years in Position	5	3	6	5	8
No. of Employees Supervised	5	2	3	2	3
Asset Size (Millions)	5	\$42.5	\$45.4	\$44.0	\$45.0

OFFICER TRAINEE					
Base Salary	8	\$9,000	\$11,722	\$11,070	\$13,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	9,900	12,180	11,070	15,180
Age	7	23	31	29	35
Years with Present Bank	8	1	5	2	5
Years in Position	8	1	1	1	1
No. of Employees Supervised	8	0	1	0	1
Asset Size (Millions)	8	\$46.0	\$49.4	\$50.5	\$52.0

OPERATIONS OFFICER-SR.					
Base Salary	11	\$17,810	\$20,750	\$20,000	\$24,000
Bonus	5	890	1,631	1,977	1,989
Total Compensation	11	18,229	21,491	20,100	24,680
Age	10	30	41	42	46
Years with Present Bank	11	6	18	19	24
Years in Position	11	1	4	3	7
No. of Employees Supervised	10	18	32	24	40
Asset Size (Millions)	11	\$43.5	\$48.4	\$48.0	\$52.0

OPERATIONS OFFICER-JR.					
Base Salary	8	\$11,500	\$14,515	\$13,600	\$15,120
Bonus		INSUFFICIENT DATA			
Total Compensation	8	11,787	14,763	13,600	15,300
Age	7	26	29	27	31
Years with Present Bank	8	2	7	6	9
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	4	10	9	14
Asset Size (Millions)	8	\$44.0	\$45.8	\$44.5	\$45.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER					
Base Salary	6	\$11,000	\$14,893	\$15,750	\$16,890
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,150	15,232	16,063	17,725
Age	6	31	42	39	46
Years with Present Bank	6	5	11	8	10
Years in Position	6	1	5	3	6
No. of Employees Supervised	6	0	23	4	34
Asset Size (Millions)	6	\$41.5	\$45.2	\$45.0	\$45.5

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$50 TO \$99 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 42 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer	Mortgage Loan Officer-Jr.
Branch Manager-Large (31+)	Officer Trainee-Master's Degree
Correspondent Bank Officer-Sr.	Officer Trainee-Bachelor's Degree
International Banking Officer-Sr.	Training Director
Loan Review Officer	

GEOGRAPHIC REGION: 2
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	41	\$45,016	\$54,837	\$54,600	\$60,000
Bonus	17	2,958	9,156	4,000	7,446
Total Compensation	41	45,716	58,634	57,692	61,358
Age	41	45	52	53	58
Years with Present Bank	41	11	19	17	28
Years in Position	41	4	8	7	12
No. of Employees Supervised	40	52	74	73	94
Asset Size (Millions)	41	\$66.5	\$77.6	\$78.0	\$86.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	5	\$31,500	\$36,499	\$35,000	\$36,748
Bonus		INSUFFICIENT DATA			
Total Compensation	5	32,971	37,788	38,496	38,498
Age	5	35	44	41	45
Years with Present Bank	5	5	14	8	15
Years in Position	5	2	5	7	7
No. of Employees Supervised	5	2	4	4	5
Asset Size (Millions)	5	\$69.0	\$79.8	\$75.0	\$81.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	18	\$21,313	\$27,616	\$25,863	\$31,700
Bonus	8	1,100	2,236	1,825	2,952
Total Compensation	18	22,032	28,610	26,413	33,195
Age	18	37	43	41	48
Years with Present Bank	18	7	12	11	14
Years in Position	18	1	2	2	4
No. of Employees Supervised	17	14	38	32	59
Asset Size (Millions)	18	\$71.0	\$81.6	\$80.5	\$94.0

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	21	\$16,830	\$20,153	\$19,100	\$20,429
Bonus	8	818	1,174	1,135	1,240
Total Compensation	21	17,936	20,600	19,918	20,429
Age	21	33	43	42	52
Years with Present Bank	21	7	12	10	14
Years in Position	21	2	4	3	5
No. of Employees Supervised	20	10	13	12	15
Asset Size (Millions)	21	\$68.5	\$81.5	\$84.0	\$92.5

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-SMALL (-10)					
Base Salary	38	\$15,350	\$17,326	\$16,750	\$19,172
Bonus	16	618	1,095	696	1,375
Total Compensation	38	15,700	17,787	17,368	19,300
Age	38	32	43	41	52
Years with Present Bank	38	5	12	11	17
Years in Position	38	1	6	4	9
No. of Employees Supervised	37	5	6	6	7
Asset Size (Millions)	38	\$66.0	\$77.7	\$77.5	\$86.5

BUSINESS DEVELOPMENT OFFICER-SR.

Base Salary	7	\$19,360	\$27,231	\$29,200	\$32,100
Bonus		INSUFFICIENT DATA			
Total Compensation	7	19,697	27,956	29,200	32,600
Age	7	36	51	50	60
Years with Present Bank	7	2	6	2	6
Years in Position	7	1	4	2	5
No. of Employees Supervised	7	0	1	0	2
Asset Size (Millions)	7	\$58.5	\$78.9	\$84.0	\$94.5

BUSINESS DEVELOPMENT OFFICER

Base Salary	5	\$15,400	\$22,682	\$17,525	\$22,405
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,920	23,025	18,202	22,744
Age	5	45	55	53	54
Years with Present Bank	5	7	12	14	16
Years in Position	5	2	6	3	6
No. of Employees Supervised	5	0	2	0	1
Asset Size (Millions)	5	\$65.0	\$76.8	\$68.0	\$77.5

COMMERCIAL CREDIT DEPT. MANAGER

Base Salary	7	\$15,500	\$30,472	\$31,407	\$41,200
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,500	31,465	36,157	41,200
Age	7	33	41	42	46
Years with Present Bank	7	4	10	7	14
Years in Position	7	2	3	3	4
No. of Employees Supervised	7	3	8	8	12
Asset Size (Millions)	7	\$63.0	\$79.0	\$77.0	\$90.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	19	\$22,200	\$28,508	\$30,000	\$31,941
Bonus	7	782	3,400	2,500	4,200
Total Compensation	19	23,250	29,760	30,380	35,200
Age	19	37	43	42	48
Years with Present Bank	19	5	9	8	11
Years in Position	19	3	6	5	7
No. of Employees Supervised	18	5	8	8	11
Asset Size (Millions)	19	\$69.0	\$79.7	\$80.0	\$86.5

COMMERCIAL LOAN OFFICER					
Base Salary	24	\$19,000	\$26,198	\$23,264	\$29,300
Bonus	10	1,246	2,639	1,850	2,838
Total Compensation	24	19,360	27,297	23,843	30,175
Age	24	33	42	43	49
Years with Present Bank	24	4	12	10	18
Years in Position	24	2	4	3	6
No. of Employees Supervised	24	1	3	3	4
Asset Size (Millions)	24	\$66.0	\$77.8	\$76.0	\$86.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	11	\$12,000	\$18,577	\$17,500	\$23,625
Bonus	6	820	1,505	1,337	1,740
Total Compensation	11	12,000	19,398	17,500	24,860
Age	11	29	36	35	40
Years with Present Bank	11	2	9	6	13
Years in Position	11	1	3	2	4
No. of Employees Supervised	10	0	2	1	4
Asset Size (Millions)	11	\$64.5	\$75.8	\$73.0	\$84.0

EDP OFFICER-SR.					
Base Salary	15	\$19,800	\$22,026	\$22,743	\$23,880
Bonus	5	960	1,437	1,650	1,684
Total Compensation	15	20,150	22,505	22,800	23,880
Age	15	30	36	37	42
Years with Present Bank	15	4	9	8	13
Years in Position	15	1	5	5	8
No. of Employees Supervised	15	2	5	5	7
Asset Size (Millions)	15	\$67.5	\$81.7	\$85.0	\$94.5

GEOGRAPHIC REGION: 2
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	27	\$21,925	\$28,208	\$26,600	\$32,208
Bonus	9	1,061	2,305	2,064	2,660
Total Compensation	27	21,975	28,977	27,179	34,544
Age	27	34	42	40	46
Years with Present Bank	27	4	12	9	16
Years in Position	27	1	5	4	6
No. of Employees Supervised	27	3	11	4	13
Asset Size (Millions)	27	\$66.0	\$77.9	\$79.0	\$88.5

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	13	\$12,325	\$15,119	\$14,092	\$16,386
Bonus		INSUFFICIENT DATA			
Total Compensation	13	12,415	15,270	14,092	16,386
Age	13	27	31	29	33
Years with Present Bank	13	2	5	3	6
Years in Position	13	1	3	2	3
No. of Employees Supervised	13	1	2	1	3
Asset Size (Millions)	13	\$68.5	\$76.9	\$77.0	\$83.5

INSTALMENT LOAN DEPARTMENT MANAGER

Base Salary	28	\$18,000	\$21,104	\$20,450	\$22,771
Bonus	9	895	2,102	1,550	2,468
Total Compensation	28	18,000	21,780	21,488	23,639
Age	28	34	41	38	45
Years with Present Bank	28	4	10	9	16
Years in Position	28	2	6	4	8
No. of Employees Supervised	27	3	5	4	6
Asset Size (Millions)	28	\$68.0	\$77.8	\$77.5	\$86.0

INSTALMENT LOAN OFFICER

Base Salary	16	\$14,350	\$17,609	\$16,800	\$19,000
Bonus	10	721	1,151	1,100	1,320
Total Compensation	16	15,000	18,328	17,636	20,389
Age	16	33	41	39	51
Years with Present Bank	16	4	10	9	12
Years in Position	16	2	5	4	8
No. of Employees Supervised	16	0	3	2	6
Asset Size (Millions)	16	\$66.0	\$78.9	\$78.5	\$86.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER-SP.					
Base Salary	30	\$14,640	\$19,533	\$19,714	\$22,375
Bonus	13	1,044	1,468	1,190	1,304
Total Compensation	30	15,635	20,169	19,714	23,171
Age	30	28	38	34	47
Years with Present Bank	30	3	9	5	14
Years in Position	30	1	4	3	5
No. of Employees Supervised	29	0	6	1	2
Asset Size (Millions)	30	\$66.5	\$76.0	\$76.0	\$83.5

MARKETING DIRECTOR					
Base Salary	9	\$14,000	\$19,020	\$18,192	\$22,446
Bonus	5	785	1,304	1,052	1,226
Total Compensation	9	14,237	19,744	18,920	23,393
Age	9	34	39	41	42
Years with Present Bank	9	2	6	5	7
Years in Position	9	1	2	2	4
No. of Employees Supervised	9	1	2	1	2
Asset Size (Millions)	9	\$74.0	\$85.2	\$86.0	\$93.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	18	\$16,550	\$20,964	\$20,000	\$22,250
Bonus	8	704	1,600	1,161	2,000
Total Compensation	18	16,550	21,676	20,352	23,550
Age	18	32	40	38	50
Years with Present Bank	18	5	15	11	24
Years in Position	18	1	6	5	8
No. of Employees Supervised	18	1	5	2	4
Asset Size (Millions)	18	\$64.5	\$76.1	\$74.0	\$85.5

MORTGAGE LOAN OFFICER					
Base Salary	11	\$18,300	\$22,823	\$21,900	\$26,500
Bonus	6	1,091	1,816	1,640	1,700
Total Compensation	11	19,172	23,813	23,540	27,100
Age	11	33	41	40	49
Years with Present Bank	11	8	15	13	20
Years in Position	11	2	7	5	10
No. of Employees Supervised	11	1	2	2	3
Asset Size (Millions)	11	\$68.5	\$83.1	\$84.0	\$94.5

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER:					
Base Salary	5	\$13,650	\$17,600	\$19,120	\$19,300
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,650	18,080	20,161	20,499
Age	5	41	51	52	56
Years with Present Bank	5	11	19	15	17
Years in Position	5	1	6	2	4
No. of Employees Supervised	5	1	3	2	3
Asset Size (Millions)	5	\$71.0	\$81.8	\$84.0	\$87.5

OPERATIONS OFFICER-SR.					
Base Salary	33	\$20,900	\$26,827	\$26,520	\$30,000
Bonus	13	967	3,156	1,650	2,050
Total Compensation	33	21,271	28,070	27,300	30,750
Age	33	38	43	41	47
Years with Present Bank	33	9	15	14	20
Years in Position	33	3	6	5	8
No. of Employees Supervised	32	12	31	23	44
Asset Size (Millions)	33	\$65.0	\$75.3	\$73.0	\$83.5

PERSONNEL OFFICER-SR.					
Base Salary	24	\$13,992	\$18,442	\$17,991	\$20,804
Bonus	10	815	1,885	1,320	1,675
Total Compensation	24	14,650	19,228	18,375	21,844
Age	24	34	42	39	50
Years with Present Bank	24	4	12	10	16
Years in Position	24	1	3	3	4
No. of Employees Supervised	23	0	6	1	1
Asset Size (Millions)	24	\$70.0	\$80.1	\$80.0	\$87.0

SECURITY OFFICER-SR.					
Base Salary	7	\$10,800	\$20,465	\$18,700	\$27,177
Bonus		INSUFFICIENT DATA			
Total Compensation	7	10,800	21,569	18,700	27,912
Age	7	26	44	45	55
Years with Present Bank	7	4	16	14	25
Years in Position	7	1	3	2	5
No. of Employees Supervised	7	0	2	0	2
Asset Size (Millions)	7	\$69.5	\$85.4	\$86.0	\$95.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	19	\$22,450	\$27,771	\$27,500	\$31,290
Bonus	7	1,061	1,881	1,690	1,935
Total Compensation	19	22,524	28,464	27,500	31,851
Age	19	35	45	43	52
Years with Present Bank	19	3	12	8	18
Years in Position	19	2	7	4	10
No. of Employees Supervised	19	2	4	3	4
Asset Size (Millions)	19	\$64.5	\$81.5	\$85.0	\$95.5

TRUST OPERATIONS MANAGER					
Base Salary	10	\$13,550	\$17,402	\$15,250	\$17,340
Bonus	5	704	1,541	1,500	1,619
Total Compensation	10	14,176	18,173	15,269	18,518
Age	10	30	44	45	51
Years with Present Bank	10	10	12	11	13
Years in Position	10	1	4	3	4
No. of Employees Supervised	10	0	2	2	3
Asset Size (Millions)	10	\$66.0	\$80.2	\$80.5	\$90.5

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$100 TO \$249 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 50 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 2

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	48	\$58,000	\$74,093	\$73,883	\$90,000
Bonus	15	3,067	8,796	5,950	12,690
Total Compensation	48	58,000	76,841	75,000	90,341
Age	46	50	52	54	58
Years with Present Bank	48	8	19	19	27
Years in Position	48	2	7	5	9
No. of Employees Supervised	47	96	147	154	201
Asset Size (Millions)	48	\$130.0	\$170.6	\$157.0	\$214.0

ADVERTISING OFFICER					
Base Salary	16	\$16,200	\$20,626	\$19,800	\$25,000
Bonus	6	765	1,219	1,266	1,511
Total Compensation	16	16,200	21,083	20,523	25,301
Age	16	32	43	43	51
Years with Present Bank	16	5	13	9	20
Years in Position	16	1	7	5	7
No. of Employees Supervised	16	0	1	0	1
Asset Size (Millions)	16	\$135.0	\$179.3	\$183.0	\$212.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	23	\$26,142	\$35,291	\$34,700	\$40,000
Bonus	11	1,803	2,931	2,969	3,625
Total Compensation	23	27,849	36,693	35,446	42,000
Age	23	31	40	35	49
Years with Present Bank	23	5	12	7	12
Years in Position	23	2	5	3	8
No. of Employees Supervised	23	1	19	3	8
Asset Size (Millions)	23	\$139.5	\$189.3	\$208.0	\$223.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	39	\$24,535	\$33,659	\$31,000	\$39,608
Bonus	10	1,006	2,326	1,448	2,053
Total Compensation	39	25,305	34,256	31,200	40,500
Age	39	36	44	44	50
Years with Present Bank	39	10	17	16	22
Years in Position	39	1	4	3	7
No. of Employees Supervised	38	24	77	63	106
Asset Size (Millions)	39	\$131.5	\$176.8	\$178.0	\$222.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	10	\$19,200	\$25,555	\$27,450	\$30,250
Bonus		INSUFFICIENT DATA			
Total Compensation	10	19,200	25,789	27,450	30,250
Age	10	34	43	41	48
Years with Present Bank	10	2	12	10	16
Years in Position	10	1	6	4	6
No. of Employees Supervised	10	19	28	31	32
Asset Size (Millions)	10	\$124.5	\$172.9	\$168.5	\$217.5

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	39	\$19,663	\$22,735	\$23,000	\$25,271
Bonus	9	724	1,499	1,207	1,765
Total Compensation	39	19,663	23,081	23,050	25,350
Age	39	36	43	42	49
Years with Present Bank	39	6	15	13	21
Years in Position	39	3	5	4	9
No. of Employees Supervised	38	11	15	14	19
Asset Size (Millions)	39	\$134.0	\$179.9	\$186.0	\$223.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	46	\$16,550	\$19,276	\$18,859	\$21,628
Bonus	12	810	1,135	1,010	1,159
Total Compensation	46	16,550	19,572	19,336	21,935
Age	46	33	41	41	49
Years with Present Bank	46	7	13	10	16
Years in Position	46	3	6	5	8
No. of Employees Supervised	45	5	7	7	8
Asset Size (Millions)	46	\$123.5	\$167.3	\$155.0	\$213.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	12	\$26,639	\$30,085	\$31,250	\$31,779
Bonus	7	950	1,982	1,875	2,592
Total Compensation	12	26,639	31,241	32,070	33,259
Age	12	39	46	46	51
Years with Present Bank	12	5	13	9	16
Years in Position	12	1	4	4	5
No. of Employees Supervised	12	0	2	1	4
Asset Size (Millions)	12	\$150.0	\$185.1	\$192.0	\$212.0

GEOGRAPHIC REGION: 2

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	13	\$19,625	\$22,989	\$24,500	\$25,860
Bonus		INSUFFICIENT DATA			
Total Compensation	13	19,625	23,573	24,500	27,141
Age	13	34	45	43	52
Years with Present Bank	13	2	12	8	11
Years in Position	13	1	3	2	3
No. of Employees Supervised	13	0	2	0	0
Asset Size (Millions)	13	\$160.5	\$197.7	\$208.0	\$217.5

COMMERCIAL CREDIT DEPT. MANAGER

Base Salary	23	\$14,426	\$23,807	\$19,800	\$24,000
Bonus	6	804	1,460	1,078	1,397
Total Compensation	23	14,426	24,188	20,000	25,397
Age	23	28	37	35	42
Years with Present Bank	23	4	9	5	12
Years in Position	23	1	3	2	5
No. of Employees Supervised	22	1	6	3	5
Asset Size (Millions)	23	\$123.5	\$170.2	\$166.0	\$211.0

COMMERCIAL LOAN DEPT. MANAGER

Base Salary	30	\$27,500	\$33,983	\$32,500	\$39,250
Bonus	12	1,000	3,212	1,858	3,485
Total Compensation	30	28,029	35,268	33,000	42,440
Age	30	36	41	39	47
Years with Present Bank	30	5	11	10	15
Years in Position	30	2	5	4	8
No. of Employees Supervised	29	6	11	7	13
Asset Size (Millions)	30	\$133.5	\$181.4	\$203.0	\$222.0

COMMERCIAL LOAN OFFICER

Base Salary	32	\$22,212	\$25,879	\$24,350	\$30,400
Bonus	8	1,000	1,535	1,326	1,560
Total Compensation	32	22,212	26,263	24,862	30,650
Age	32	31	40	39	45
Years with Present Bank	32	7	13	10	18
Years in Position	32	2	5	4	6
No. of Employees Supervised	31	0	5	3	7
Asset Size (Millions)	32	\$118.0	\$170.8	\$157.0	\$214.0

GEOGRAPHIC REGION: 2

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	17	\$17,350	\$19,112	\$19,200	\$21,750
Bonus	5	1,168	1,546	1,445	1,446
Total Compensation	17	17,350	19,566	19,645	22,200
Age	17	31	35	33	36
Years with Present Bank	17	6	11	9	12
Years in Position	17	1	4	2	5
No. of Employees Supervised	16	0	2	1	3
Asset Size (Millions)	17	\$133.5	\$183.5	\$206.0	\$219.0

EDP OFFICER-SR.

Base Salary	24	\$21,000	\$27,608	\$27,000	\$31,500
Bonus	8	1,000	2,057	1,773	2,625
Total Compensation	24	21,000	28,293	27,300	33,500
Age	24	32	39	41	43
Years with Present Bank	24	7	12	11	15
Years in Position	24	2	5	4	8
No. of Employees Supervised	24	8	14	12	18
Asset Size (Millions)	24	\$118.0	\$158.8	\$150.0	\$186.0

FINANCIAL OFFICER-SR.

Base Salary	45	\$23,962	\$29,497	\$29,000	\$33,750
Bonus	11	945	1,898	1,208	2,420
Total Compensation	45	24,227	29,961	29,820	34,675
Age	45	36	43	40	49
Years with Present Bank	45	8	13	12	17
Years in Position	45	2	6	5	9
No. of Employees Supervised	44	3	6	5	6
Asset Size (Millions)	45	\$129.5	\$171.8	\$163.0	\$217.5

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	32	\$13,600	\$15,672	\$15,245	\$17,500
Bonus	8	480	810	690	1,180
Total Compensation	32	13,688	15,874	15,525	17,500
Age	32	30	37	35	39
Years with Present Bank	32	3	8	7	10
Years in Position	32	1	3	3	4
No. of Employees Supervised	31	2	4	4	5
Asset Size (Millions)	32	\$118.0	\$175.1	\$182.0	\$221.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	33	\$24,050	\$28,146	\$28,500	\$31,039
Bonus	8	1,305	1,783	1,530	2,062
Total Compensation	33	24,510	28,578	29,000	31,439
Age	33	37	47	50	55
Years with Present Bank	33	8	15	13	22
Years in Position	33	3	7	5	9
No. of Employees Supervised	32	7	15	14	19
Asset Size (Millions)	33	\$131.0	\$177.8	\$178.0	\$221.0

INSTALMENT LOAN OFFICER					
Base Salary	32	\$15,000	\$19,333	\$18,442	\$21,120
Bonus	5	869	1,203	960	1,165
Total Compensation	32	15,000	19,521	18,699	21,120
Age	32	32	42	43	49
Years with Present Bank	32	7	12	10	17
Years in Position	32	2	5	4	7
No. of Employees Supervised	31	0	4	3	6
Asset Size (Millions)	32	\$118.0	\$169.5	\$157.0	\$214.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	43	\$17,250	\$21,175	\$21,000	\$24,250
Bonus	12	760	1,239	1,088	1,391
Total Compensation	43	17,752	21,521	21,477	24,750
Age	43	32	39	38	45
Years with Present Bank	43	5	12	10	19
Years in Position	43	2	5	4	7
No. of Employees Supervised	43	2	3	3	3
Asset Size (Millions)	43	\$130.5	\$173.5	\$163.0	\$217.5

LOAN REVIEW OFFICER					
Base Salary	11	\$18,534	\$22,999	\$22,000	\$25,750
Bonus		INSUFFICIENT DATA			
Total Compensation	11	18,534	23,332	22,000	26,599
Age	11	33	40	38	43
Years with Present Bank	11	3	12	10	13
Years in Position	11	1	4	3	6
No. of Employees Supervised	11	0	3	2	6
Asset Size (Millions)	11	\$124.5	\$175.8	\$178.0	\$211.0

GEOGRAPHIC REGION: 2

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MARKETING DIRECTOR					
Base Salary	29	\$19,487	\$25,175	\$25,000	\$28,763
Bonus	10	800	1,745	1,307	1,784
Total Compensation	29	19,985	25,777	25,628	28,763
Age	29	32	39	35	48
Years with Present Bank	29	4	10	8	13
Years in Position	29	2	5	3	8
No. of Employees Supervised	29	1	2	2	3
Asset Size (Millions)	29	\$118.0	\$174.6	\$178.0	\$223.0

MORTGAGE LOAN DEPARTMENT MANAGER

Base Salary	25	\$18,970	\$25,664	\$25,700	\$29,015
Bonus	6	792	2,741	2,185	3,594
Total Compensation	25	18,970	26,322	26,300	29,015
Age	25	37	46	45	55
Years with Present Bank	25	4	14	12	17
Years in Position	25	1	6	2	6
No. of Employees Supervised	24	3	5	4	6
Asset Size (Millions)	25	\$133.5	\$184.8	\$208.0	\$223.0

MORTGAGE LOAN OFFICER

Base Salary	17	\$18,850	\$22,582	\$22,544	\$25,070
Bonus	6	652	1,183	1,205	1,450
Total Compensation	17	20,048	22,999	22,544	26,393
Age	17	34	45	45	54
Years with Present Bank	17	10	17	16	23
Years in Position	17	3	8	9	12
No. of Employees Supervised	17	1	3	2	4
Asset Size (Millions)	17	\$129.5	\$155.8	\$138.0	\$158.0

MORTGAGE LOAN OFFICER-JR.

Base Salary	9	\$13,435	\$15,675	\$15,400	\$16,270
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,481	15,856	15,400	16,270
Age	9	40	45	48	50
Years with Present Bank	9	6	11	8	12
Years in Position	9	1	3	2	3
No. of Employees Supervised	9	0	1	1	2
Asset Size (Millions)	9	\$137.0	\$171.8	\$163.0	\$186.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	12	\$11,000	\$15,385	\$14,693	\$16,700
Bonus		INSUFFICIENT DATA			
Total Compensation	12	11,183	15,675	15,115	16,700
Age	12	34	47	46	57
Years with Present Bank	12	7	17	15	18
Years in Position	12	2	6	4	6
No. of Employees Supervised	12	2	5	4	5
Asset Size (Millions)	12	\$118.0	\$167.4	\$152.5	\$206.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	14	\$10,000	\$11,208	\$10,905	\$11,712
Bonus		INSUFFICIENT DATA			
Total Compensation	14	10,000	11,234	10,905	11,712
Age	14	23	25	25	26
Years with Present Bank	14	1	2	1	2
Years in Position	14	0	1	1	1
No. of Employees Supervised	14	0	0	0	0
Asset Size (Millions)	14	\$152.5	\$197.8	\$213.0	\$222.0

OPERATIONS OFFICER-SR.					
Base Salary	36	\$25,000	\$32,568	\$31,250	\$38,000
Bonus	11	1,285	2,563	2,000	2,715
Total Compensation	36	25,000	33,351	31,350	38,565
Age	36	39	44	44	49
Years with Present Bank	36	7	17	16	27
Years in Position	36	2	5	4	7
No. of Employees Supervised	35	17	54	30	77
Asset Size (Millions)	36	\$118.0	\$164.5	\$152.5	\$208.0

PERSONNEL OFFICER-SR.					
Base Salary	44	\$19,300	\$22,940	\$22,950	\$25,300
Bonus	10	865	1,320	1,228	1,568
Total Compensation	44	19,300	23,239	23,405	26,205
Age	44	35	45	46	53
Years with Present Bank	44	5	14	11	18
Years in Position	44	2	6	5	8
No. of Employees Supervised	43	1	16	2	3
Asset Size (Millions)	44	\$130.0	\$172.5	\$164.5	\$221.0

GEOGRAPHIC REGION: 2

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	20	\$16,700	\$22,018	\$21,754	\$25,700
Bonus	7	721	2,065	1,997	2,377
Total Compensation	20	16,700	22,741	22,027	26,500
Age	20	36	46	45	52
Years with Present Bank	20	5	15	16	19
Years in Position	20	2	4	3	5
No. of Employees Supervised	19	1	13	3	9
Asset Size (Millions)	20	\$131.0	\$176.6	\$180.5	\$224.0

TRAINING DIRECTOR

Base Salary	8	\$12,000	\$14,150	\$13,266	\$16,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,600	14,231	13,266	16,000
Age	8	30	34	31	35
Years with Present Bank	8	2	8	6	9
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	0	0	1
Asset Size (Millions)	8	\$150.0	\$196.9	\$207.0	\$224.0

TRUST DEPARTMENT OFFICER-SR.

Base Salary	37	\$27,000	\$36,215	\$37,500	\$43,303
Bonus	12	1,375	3,008	2,414	3,740
Total Compensation	37	27,708	37,191	39,000	43,467
Age	37	43	48	48	53
Years with Present Bank	37	5	13	12	17
Years in Position	37	3	7	8	11
No. of Employees Supervised	37	3	7	6	9
Asset Size (Millions)	37	\$131.5	\$175.0	\$166.0	\$217.5

TRUST OPERATIONS MANAGER

Base Salary	26	\$17,500	\$21,357	\$22,941	\$23,815
Bonus	7	355	1,017	927	1,303
Total Compensation	26	17,983	21,631	22,941	23,915
Age	26	36	46	47	53
Years with Present Bank	26	6	14	15	21
Years in Position	26	2	5	4	7
No. of Employees Supervised	25	1	4	4	5
Asset Size (Millions)	26	\$123.0	\$178.6	\$207.0	\$222.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$250 TO \$499 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 27 banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 2
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	26	\$72,163	\$86,574	\$81,750	\$96,500
Bonus		INSUFFICIENT DATA			
Total Compensation	26	72,163	87,761	81,750	98,198
Age	26	49	54	56	59
Years with Present Bank	26	6	17	16	26
Years in Position	26	2	5	5	8
No. of Employees Supervised	26	224	316	335	400
Asset Size (Millions)	26	\$300.5	\$368.6	\$361.5	\$432.0

ADVERTISING OFFICER					
Base Salary	7	\$15,974	\$28,150	\$31,200	\$34,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,974	28,393	31,200	34,569
Age	7	36	49	53	58
Years with Present Bank	7	3	8	9	11
Years in Position	7	1	5	3	7
No. of Employees Supervised	7	0	2	3	5
Asset Size (Millions)	7	\$276.5	\$354.9	\$316.0	\$425.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	15	\$28,014	\$35,024	\$34,650	\$38,090
Bonus		INSUFFICIENT DATA			
Total Compensation	15	28,014	35,178	34,650	38,690
Age	15	33	41	35	48
Years with Present Bank	15	6	12	10	15
Years in Position	15	3	5	6	8
No. of Employees Supervised	15	1	14	3	8
Asset Size (Millions)	15	\$315.0	\$384.4	\$400.0	\$432.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	22	\$32,200	\$37,567	\$37,860	\$43,000
Bonus		INSUFFICIENT DATA			
Total Compensation	22	32,200	38,082	37,860	43,100
Age	22	39	46	45	51
Years with Present Bank	22	7	16	15	22
Years in Position	22	1	4	3	5
No. of Employees Supervised	21	130	181	185	212
Asset Size (Millions)	22	\$307.5	\$378.5	\$396.5	\$439.5

GEOGRAPHIC REGION: 2
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	10	\$21,000	\$23,739	\$23,350	\$26,200
Bonus		INSUFFICIENT DATA			
Total Compensation	10	21,000	23,888	23,350	26,678
Age	10	35	42	43	45
Years with Present Bank	10	9	17	13	21
Years in Position	10	2	6	7	8
No. of Employees Supervised	10	16	23	24	26
Asset Size (Millions)	10	\$280.0	\$367.8	\$361.5	\$437.0

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	22	\$20,900	\$24,054	\$23,800	\$25,338
Bonus		INSUFFICIENT DATA			
Total Compensation	22	21,025	24,163	23,800	25,338
Age	22	39	43	44	47
Years with Present Bank	22	8	15	14	22
Years in Position	22	1	4	3	6
No. of Employees Supervised	22	13	16	15	18
Asset Size (Millions)	22	\$297.5	\$365.7	\$332.5	\$436.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	24	\$16,000	\$18,440	\$18,525	\$20,900
Bonus		INSUFFICIENT DATA			
Total Compensation	24	16,000	18,512	18,525	20,900
Age	24	32	41	41	48
Years with Present Bank	24	9	14	12	13
Years in Position	24	2	5	4	7
No. of Employees Supervised	24	6	7	8	8
Asset Size (Millions)	24	\$300.0	\$365.4	\$338.0	\$429.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	9	\$24,350	\$35,169	\$27,000	\$29,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,350	35,239	27,000	29,000
Age	9	37	43	39	47
Years with Present Bank	9	2	7	5	10
Years in Position	9	1	2	1	3
No. of Employees Supervised	9	0	5	4	5
Asset Size (Millions)	9	\$312.5	\$376.3	\$330.0	\$417.5

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	12	\$21,800	\$28,354	\$23,639	\$31,600
Bonus		INSUFFICIENT DATA			
Total Compensation	12	21,800	28,546	23,639	32,000
Age	12	36	46	45	52
Years with Present Bank	12	2	14	9	13
Years in Position	12	1	3	3	4
No. of Employees Supervised	12	0	1	0	1
Asset Size (Millions)	12	\$300.0	\$366.3	\$324.5	\$445.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	18	\$18,500	\$24,724	\$21,650	\$25,100
Bonus		INSUFFICIENT DATA			
Total Compensation	18	18,500	24,827	21,650	25,100
Age	18	34	40	40	46
Years with Present Bank	18	2	7	4	9
Years in Position	18	1	3	2	3
No. of Employees Supervised	18	4	6	6	8
Asset Size (Millions)	18	\$304.5	\$355.6	\$325.0	\$415.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	18	\$33,825	\$39,795	\$37,000	\$47,125
Bonus		INSUFFICIENT DATA			
Total Compensation	18	33,825	40,578	37,313	48,000
Age	18	40	44	42	49
Years with Present Bank	18	4	13	10	19
Years in Position	18	2	4	4	6
No. of Employees Supervised	18	6	22	8	29
Asset Size (Millions)	18	\$300.5	\$361.7	\$325.0	\$432.0

COMMERCIAL LOAN OFFICER					
Base Salary	20	\$24,700	\$28,138	\$28,600	\$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	20	24,700	28,291	29,100	32,000
Age	20	33	38	36	43
Years with Present Bank	20	2	7	8	9
Years in Position	20	1	3	2	3
No. of Employees Supervised	20	0	3	2	3
Asset Size (Millions)	20	\$300.0	\$357.1	\$325.0	\$406.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	15	\$18,000	\$21,263	\$21,100	\$23,125
Bonus		INSUFFICIENT DATA			
Total Compensation	15	18,000	21,384	21,100	23,433
Age	15	31	34	33	35
Years with Present Bank	15	4	7	5	10
Years in Position	15	1	2	2	3
No. of Employees Supervised	15	0	1	0	0
Asset Size (Millions)	15	\$304.5	\$366.4	\$330.0	\$432.0

EDP OFFICER-SR.					
Base Salary	14	\$27,750	\$32,212	\$32,522	\$33,250
Bonus		INSUFFICIENT DATA			
Total Compensation	14	27,750	32,302	32,672	33,730
Age	14	36	42	41	45
Years with Present Bank	14	7	13	13	17
Years in Position	14	1	5	5	8
No. of Employees Supervised	14	14	34	26	37
Asset Size (Millions)	14	\$325.0	\$395.0	\$415.0	\$440.0

FINANCIAL OFFICER-SR.					
Base Salary	23	\$26,790	\$34,575	\$33,000	\$40,405
Bonus		INSUFFICIENT DATA			
Total Compensation	23	26,790	34,715	33,000	40,405
Age	23	34	44	46	50
Years with Present Bank	23	6	12	10	16
Years in Position	23	3	5	4	9
No. of Employees Supervised	23	6	11	8	12
Asset Size (Millions)	23	\$297.5	\$361.4	\$346.0	\$426.5

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	20	\$14,000	\$18,941	\$18,200	\$21,400
Bonus		INSUFFICIENT DATA			
Total Compensation	20	14,214	18,993	18,200	21,400
Age	20	33	41	37	49
Years with Present Bank	20	2	8	7	10
Years in Position	20	1	4	3	6
No. of Employees Supervised	20	3	8	7	9
Asset Size (Millions)	20	\$309.0	\$366.7	\$338.0	\$429.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	22	\$25,000	\$30,663	\$29,700	\$32,750
Bonus		INSUFFICIENT DATA			
Total Compensation	22	25,471	30,808	30,138	33,186
Age	22	38	44	44	49
Years with Present Bank	22	4	11	9	14
Years in Position	22	2	5	4	7
No. of Employees Supervised	22	13	19	19	23
Asset Size (Millions)	22	\$297.5	\$358.5	\$319.5	\$432.0

INSTALMENT LOAN OFFICER					
Base Salary	16	\$15,300	\$19,380	\$19,150	\$21,250
Bonus		INSUFFICIENT DATA			
Total Compensation	16	15,300	19,486	19,150	21,250
Age	16	31	37	34	39
Years with Present Bank	16	4	10	9	11
Years in Position	16	1	3	3	5
No. of Employees Supervised	16	1	7	6	10
Asset Size (Millions)	16	\$295.0	\$361.3	\$315.0	\$435.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	22	\$23,458	\$28,456	\$27,718	\$30,875
Bonus		INSUFFICIENT DATA			
Total Compensation	22	23,805	28,573	27,718	31,204
Age	22	34	44	43	51
Years with Present Bank	22	8	14	13	19
Years in Position	22	3	7	7	10
No. of Employees Supervised	22	3	5	5	6
Asset Size (Millions)	22	\$307.5	\$374.9	\$396.5	\$432.0

LOAN REVIEW OFFICER					
Base Salary	12	\$18,486	\$24,595	\$22,500	\$27,600
Bonus		INSUFFICIENT DATA			
Total Compensation	12	18,486	24,631	22,500	27,600
Age	12	33	41	40	48
Years with Present Bank	12	2	6	5	8
Years in Position	12	1	3	3	3
No. of Employees Supervised	12	0	3	1	2
Asset Size (Millions)	12	\$309.0	\$379.2	\$385.0	\$435.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MARKETING DIRECTOR					
Base Salary	19	\$25,750	\$30,352	\$28,500	\$34,250
Bonus		INSUFFICIENT DATA			
Total Compensation	19	26,050	30,895	28,500	34,250
Age	19	35	42	41	47
Years with Present Bank	19	2	9	8	12
Years in Position	19	2	5	3	6
No. of Employees Supervised	19	2	3	3	4
Asset Size (Millions)	19	\$292.5	\$349.6	\$319.0	\$426.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	20	\$24,680	\$32,535	\$30,580	\$38,600
Bonus		INSUFFICIENT DATA			
Total Compensation	20	24,680	32,655	30,580	39,500
Age	20	39	47	47	55
Years with Present Bank	20	7	16	14	20
Years in Position	20	3	7	6	11
No. of Employees Supervised	20	2	8	5	10
Asset Size (Millions)	20	\$301.0	\$366.3	\$338.0	\$435.0

MORTGAGE LOAN OFFICER					
Base Salary	14	\$17,400	\$22,336	\$21,014	\$26,315
Bonus		INSUFFICIENT DATA			
Total Compensation	14	17,667	22,475	21,014	26,315
Age	14	34	43	38	51
Years with Present Bank	14	6	14	11	19
Years in Position	14	2	6	6	7
No. of Employees Supervised	14	1	3	3	4
Asset Size (Millions)	14	\$305.0	\$382.2	\$368.0	\$442.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	\$13,200	\$17,683	\$17,950	\$20,250
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,200	17,741	18,086	20,250
Age	8	25	34	34	36
Years with Present Bank	8	2	9	5	14
Years in Position	8	1	3	2	2
No. of Employees Supervised	8	0	3	.3	4
Asset Size (Millions)	8	\$309.0	\$369.5	\$358.0	\$406.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	5	\$13,500	\$15,220	\$15,500	\$15,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,710	15,304	15,500	15,600
Age	5	28	42	39	48
Years with Present Bank	5	5	14	15	18
Years in Position	5	2	3	3	4
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	\$307.5	\$363.6	\$316.0	\$361.0

OFFICER TRAINEE-BACHELOR'S DEGREE

Base Salary	14	\$10,900	\$11,821	\$11,850	\$12,582
Bonus		INSUFFICIENT DATA			
Total Compensation	14	10,900	11,821	11,850	12,582
Age	14	23	25	24	26
Years with Present Bank	14	1	2	2	2
Years in Position	14	1	1	1	1
No. of Employees Supervised	14	0	0	0	0
Asset Size (Millions)	14	\$305.0	\$385.9	\$403.0	\$439.5

OPERATIONS OFFICER-SR.

Base Salary	20	\$28,500	\$35,131	\$32,700	\$42,300
Bonus		INSUFFICIENT DATA			
Total Compensation	20	29,458	35,729	32,700	43,000
Age	20	39	45	44	49
Years with Present Bank	20	8	14	17	20
Years in Position	20	2	5	6	7
No. of Employees Supervised	20	42	78	52	80
Asset Size (Millions)	20	\$309.0	\$380.3	\$403.0	\$444.0

PERSONNEL OFFICER-SR.

Base Salary	27	\$25,995	\$29,848	\$31,100	\$33,100
Bonus		INSUFFICIENT DATA			
Total Compensation	27	25,995	29,924	31,100	33,100
Age	27	36	45	44	54
Years with Present Bank	27	4	15	13	22
Years in Position	27	3	7	6	11
No. of Employees Supervised	27	3	16	4	6
Asset Size (Millions)	27	\$300.5	\$367.8	\$346.0	\$432.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	14	\$17,750	\$21,207	\$19,750	\$21,800
Bonus		INSUFFICIENT DATA			
Total Compensation	14	17,750	21,344	20,157	21,800
Age	14	34	47	51	58
Years with Present Bank	14	3	8	7	10
Years in Position	14	2	4	3	7
No. of Employees Supervised	14	1	36	2	7
Asset Size (Millions)	14	\$300.5	\$355.4	\$318.0	\$417.5

TRAINING DIRECTOR

Base Salary	7	\$13,630	\$18,996	\$16,000	\$21,275
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,630	18,996	16,000	21,275
Age	7	30	36	38	41
Years with Present Bank	7	4	10	8	15
Years in Position	7	2	3	3	4
No. of Employees Supervised	7	0	2	2	3
Asset Size (Millions)	7	\$305.0	\$396.4	\$406.0	\$470.5

TRUST DEPARTMENT OFFICER-SR.

Base Salary	19	\$32,850	\$40,010	\$40,000	\$45,160
Bonus		INSUFFICIENT DATA			
Total Compensation	19	33,038	40,692	41,300	45,610
Age	19	40	46	48	50
Years with Present Bank	19	4	13	11	16
Years in Position	19	3	8	6	10
No. of Employees Supervised	19	8	16	14	23
Asset Size (Millions)	19	\$292.5	\$356.3	\$320.0	\$426.5

TRUST OPERATIONS MANAGER

Base Salary	18	\$16,500	\$20,854	\$20,800	\$22,912
Bonus		INSUFFICIENT DATA			
Total Compensation	18	16,500	20,976	21,290	22,912
Age	18	37	45	46	53
Years with Present Bank	18	6	15	13	24
Years in Position	18	2	6	3	9
No. of Employees Supervised	18	2	5	5	7
Asset Size (Millions)	18	\$305.0	\$364.4	\$333.0	\$432.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$500 TO \$999 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 16 banks were in the \$500 to \$999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
New Accounts Officer
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	15	\$92,900	\$110,873	\$110,000	\$123,750
Bonus	5	2,225	15,669	4,323	13,162
Total Compensation	15	100,062	116,096	112,000	124,600
Age	15	48	53	53	56
Years with Present Bank	15	6	17	13	28
Years in Position	15	1	5	5	7
No. of Employees Supervised	13	411	589	584	745
Asset Size (Millions)	15	\$555.5	\$693.0	\$641.0	\$846.5

ADVERTISING OFFICER					
Base Salary	9	\$15,510	\$19,812	\$20,100	\$20,900
Bonus		INSUFFICIENT DATA			
Total Compensation	9	15,635	20,047	20,600	21,049
Age	9	30	39	33	42
Years with Present Bank	9	4	9	9	9
Years in Position	9	1	3	3	5
No. of Employees Supervised	9	1	2	2	2
Asset Size (Millions)	9	\$555.5	\$619.3	\$588.0	\$648.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	14	\$34,794	\$41,686	\$41,020	\$45,850
Bonus	6	660	2,940	2,635	3,930
Total Compensation	14	35,294	42,946	42,270	47,530
Age	14	37	47	45	54
Years with Present Bank	14	7	15	13	22
Years in Position	14	3	8	5	9
No. of Employees Supervised	14	3	7	6	8
Asset Size (Millions)	14	\$566.0	\$706.8	\$648.5	\$846.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	14	\$31,450	\$42,762	\$43,000	\$51,160
Bonus	7	725	3,353	2,440	5,317
Total Compensation	14	32,175	44,439	43,000	53,160
Age	14	41	46	43	46
Years with Present Bank	14	9	18	17	21
Years in Position	14	1	3	2	3
No. of Employees Supervised	14	189	283	274	318
Asset Size (Millions)	14	\$555.5	\$701.9	\$648.5	\$846.5

GEOGRAPHIC REGION: 2
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	9	\$24,980	\$27,625	\$27,000	\$27,932
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,980	27,652	27,000	28,057
Age	9	35	43	39	46
Years with Present Bank	9	11	15	11	16
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	31	34	33	37
Asset Size (Millions)	9	\$555.5	\$715.0	\$641.0	\$846.5

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	15	\$21,485	\$24,929	\$25,200	\$27,066
Bonus	6	470	1,219	1,078	1,298
Total Compensation	15	21,500	25,417	25,200	27,700
Age	15	35	43	43	51
Years with Present Bank	15	4	15	17	23
Years in Position	15	2	6	5	8
No. of Employees Supervised	15	12	16	15	18
Asset Size (Millions)	15	\$555.5	\$693.0	\$641.0	\$846.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	15	\$16,850	\$19,165	\$18,600	\$19,660
Bonus	6	440	989	836	928
Total Compensation	15	17,278	19,560	18,936	20,160
Age	15	30	37	34	39
Years with Present Bank	15	5	10	10	12
Years in Position	15	2	4	2	6
No. of Employees Supervised	15	6	7	6	7
Asset Size (Millions)	15	\$555.5	\$693.0	\$641.0	\$846.5

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	6	\$33,400	\$43,737	\$41,060	\$45,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	34,118	48,867	42,995	52,003
Age	6	36	46	44	51
Years with Present Bank	6	1	14	15	16
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	1	7	5	8
Asset Size (Millions)	6	\$531.5	\$667.5	\$614.5	\$692.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	9	\$23,646	\$29,104	\$26,500	\$28,564
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,146	30,920	26,500	29,049
Age	9	39	44	42	48
Years with Present Bank	9	6	14	11	16
Years in Position	9	3	7	4	7
No. of Employees Supervised	9	0	1	1	2
Asset Size (Millions)	9	\$566.0	\$694.2	\$641.0	\$733.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	12	\$18,750	\$24,102	\$22,725	\$30,000
Bonus	5	452	2,485	660	1,680
Total Compensation	12	19,410	25,137	22,725	30,000
Age	12	28	37	32	45
Years with Present Bank	12	2	6	3	4
Years in Position	12	0	3	1	2
No. of Employees Supervised	12	7	11	9	11
Asset Size (Millions)	12	\$563.0	\$704.7	\$689.5	\$778.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	15	\$32,663	\$49,214	\$50,000	\$58,600
Bonus	8	1,070	6,726	3,876	7,009
Total Compensation	15	32,788	52,801	50,000	59,976
Age	15	38	45	44	52
Years with Present Bank	15	5	12	9	17
Years in Position	15	2	4	3	6
No. of Employees Supervised	15	11	19	17	28
Asset Size (Millions)	15	\$555.5	\$704.6	\$656.0	\$846.5

COMMERCIAL LOAN OFFICER					
Base Salary	16	\$26,400	\$31,589	\$30,288	\$32,000
Bonus	7	611	3,276	1,340	2,940
Total Compensation	16	26,400	33,023	30,938	34,500
Age	16	33	38	37	44
Years with Present Bank	16	2	7	6	10
Years in Position	16	1	3	1	4
No. of Employees Supervised	16	1	4	1	4
Asset Size (Millions)	16	\$563.0	\$696.1	\$648.5	\$778.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	15	\$16,825	\$22,208	\$22,019	\$26,520
Bonus	5	420	2,278	694	1,675
Total Compensation	15	17,467	22,967	22,019	26,520
Age	15	27	34	30	38
Years with Present Bank	15	4	9	7	11
Years in Position	15	1	3	2	3
No. of Employees Supervised	15	0	2	1	1
Asset Size (Millions)	15	\$555.5	\$680.9	\$641.0	\$760.5

EDP OFFICER-SR.

Base Salary	11	\$30,460	\$38,238	\$36,000	\$45,000
Bonus	5	1,235	4,758	3,600	4,300
Total Compensation	11	30,460	40,401	37,649	48,050
Age	11	38	42	41	46
Years with Present Bank	11	3	10	8	10
Years in Position	11	2	4	4	5
No. of Employees Supervised	11	5	36	28	47
Asset Size (Millions)	11	\$555.5	\$702.5	\$656.0	\$846.5

FINANCIAL OFFICER-SR.

Base Salary	15	\$37,450	\$46,240	\$42,900	\$48,870
Bonus	8	288	5,656	3,698	5,715
Total Compensation	15	40,084	49,256	42,900	49,570
Age	15	40	46	44	52
Years with Present Bank	15	2	13	9	23
Years in Position	15	2	5	3	6
No. of Employees Supervised	15	8	22	14	21
Asset Size (Millions)	15	\$555.5	\$704.6	\$656.0	\$846.5

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	10	\$18,363	\$20,665	\$20,315	\$20,850
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,802	20,881	20,322	20,968
Age	10	31	37	36	39
Years with Present Bank	10	4	10	8	13
Years in Position	10	2	4	5	6
No. of Employees Supervised	10	4	12	9	16
Asset Size (Millions)	10	\$535.5	\$692.0	\$614.5	\$819.0

GEOGRAPHIC REGION: 2

ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	10	\$26,600	\$30,474	\$30,025	\$33,321
Bonus		INSUFFICIENT DATA			
Total Compensation	10	26,600	31,187	31,353	35,050
Age	10	38	46	45	50
Years with Present Bank	10	7	16	17	22
Years in Position	10	2	4	3	5
No. of Employees Supervised	10	15	26	21	26
Asset Size (Millions)	10	\$535.5	\$704.3	\$648.5	\$846.5

INSTALMENT LOAN OFFICER					
Base Salary	11	\$15,570	\$19,625	\$18,000	\$22,750
Bonus		INSUFFICIENT DATA			
Total Compensation	11	15,570	19,873	18,000	23,300
Age	11	31	42	39	52
Years with Present Bank	11	7	12	9	15
Years in Position	11	2	5	3	7
No. of Employees Supervised	11	1	8	6	13
Asset Size (Millions)	11	\$555.5	\$673.9	\$641.0	\$750.5

INTERNAL AUDITING OFFICER-SR.					
Base Salary	16	\$31,095	\$38,164	\$32,750	\$36,050
Bonus	6	625	4,068	1,205	1,454
Total Compensation	16	31,345	39,690	33,955	36,050
Age	16	39	48	46	55
Years with Present Bank	16	7	14	12	23
Years in Position	16	1	6	5	8
No. of Employees Supervised	16	7	11	12	13
Asset Size (Millions)	16	\$563.0	\$696.1	\$648.5	\$778.0

LOAN REVIEW OFFICER					
Base Salary	11	\$21,000	\$33,641	\$29,000	\$39,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	21,000	35,593	30,000	39,500
Age	11	35	47	48	58
Years with Present Bank	11	3	10	6	13
Years in Position	11	1	2	2	3
No. of Employees Supervised	11	1	3	2	3
Asset Size (Millions)	11	\$528.0	\$693.0	\$641.0	\$829.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MARKETING DIRECTOR					
Base Salary	14	\$29,480	\$34,777	\$32,712	\$39,500
Bonus	6	643	1,777	1,299	2,200
Total Compensation	14	30,130	35,539	33,087	39,500
Age	14	33	42	41	48
Years with Present Bank	14	5	11	10	13
Years in Position	14	1	5	5	7
No. of Employees Supervised	14	3	22	4	8
Asset Size (Millions)	14	\$555.5	\$696.7	\$622.0	\$846.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	10	\$28,028	\$33,146	\$32,250	\$37,500
Bonus	5	739	1,191	1,287	1,340
Total Compensation	10	28,849	33,741	33,150	38,114
Age	10	38	45	45	50
Years with Present Bank	10	4	14	12	22
Years in Position	10	3	6	6	9
No. of Employees Supervised	10	6	10	6	12
Asset Size (Millions)	10	\$566.0	\$735.9	\$689.5	\$919.5

MORTGAGE LOAN OFFICER					
Base Salary	11	\$20,250	\$24,069	\$24,360	\$27,200
Bonus		INSUFFICIENT DATA			
Total Compensation	11	20,750	24,445	24,360	28,056
Age	11	33	43	41	49
Years with Present Bank	11	8	17	18	23
Years in Position	11	2	6	6	9
No. of Employees Supervised	11	1	5	5	8
Asset Size (Millions)	11	\$566.0	\$713.5	\$656.0	\$846.5

MORTGAGE LOAN OFFICER-JR.					
Base Salary	6	\$14,273	\$17,531	\$17,420	\$17,970
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,398	17,688	17,420	17,970
Age	6	27	37	35	38
Years with Present Bank	6	4	11	10	13
Years in Position	6	1	2	3	3
No. of Employees Supervised	6	1	3	3	4
Asset Size (Millions)	6	\$528.0	\$674.0	\$643.0	\$750.5

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	5	\$10,874	\$13,057	\$11,628	\$11,768
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,874	13,141	11,628	11,978
Age	5	23	25	24	25
Years with Present Bank	5	1	1	1	1
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$566.0	\$620.8	\$588.0	\$614.5

OPERATIONS OFFICER-SR.

Base Salary	15	\$36,450	\$42,720	\$42,500	\$46,400
Bonus	6	1,537	4,735	2,739	3,888
Total Compensation	15	37,350	44,614	42,500	47,650
Age	15	39	45	43	49
Years with Present Bank	15	9	17	17	23
Years in Position	15	2	5	4	6
No. of Employees Supervised	15	43	110	119	141
Asset Size (Millions)	15	\$566.0	\$708.7	\$656.0	\$846.5

PERSONNEL OFFICER-SR.

Base Salary	16	\$29,898	\$35,842	\$32,266	\$41,100
Bonus	8	800	4,697	2,276	3,099
Total Compensation	16	30,148	38,191	33,009	41,100
Age	16	34	44	44	49
Years with Present Bank	16	7	19	13	29
Years in Position	16	2	7	3	13
No. of Employees Supervised	16	7	9	8	10
Asset Size (Millions)	16	\$563.0	\$696.1	\$648.5	\$778.0

SECURITY OFFICER-SR.

Base Salary	11	\$24,820	\$28,713	\$27,600	\$30,750
Bonus	5	650	1,647	1,296	1,968
Total Compensation	11	24,820	29,461	28,200	32,775
Age	11	33	49	50	54
Years with Present Bank	11	5	16	17	27
Years in Position	11	1	4	2	6
No. of Employees Supervised	11	0	4	1	4
Asset Size (Millions)	11	\$555.5	\$725.4	\$656.0	\$919.5

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRAINING DIRECTOR					
Base Salary	8	\$16,020	\$19,993	\$18,700	\$19,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,020	20,304	18,700	19,600
Age	8	31	41	38	53
Years with Present Bank	8	3	11	8	10
Years in Position	8	1	4	4	4
No. of Employees Supervised	8	1	3	3	3
Asset Size (Millions)	8	\$563.0	\$718.5	\$689.5	\$778.0

TRUST DEPARTMENT OFFICER-SR.

Base Salary	13	\$43,350	\$51,935	\$48,500	\$54,250
Bonus		INSUFFICIENT DATA			
Total Compensation	13	44,100	53,536	50,000	55,350
Age	13	41	51	55	56
Years with Present Bank	13	3	12	11	17
Years in Position	13	2	5	5	8
No. of Employees Supervised	13	24	40	39	43
Asset Size (Millions)	13	\$566.0	\$690.1	\$641.0	\$750.5

TRUST OPERATIONS MANAGER

Base Salary	13	\$19,600	\$25,230	\$26,640	\$29,000
Bonus		INSUFFICIENT DATA			
Total Compensation	13	20,051	25,493	26,690	29,000
Age	13	37	42	42	46
Years with Present Bank	13	1	9	7	11
Years in Position	13	1	3	1	3
No. of Employees Supervised	13	6	14	11	21
Asset Size (Millions)	13	\$566.0	\$690.1	\$641.0	\$750.5

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: \$1 BILLION AND OVER

Of the 215 banks submitting data for the Mid-Atlantic region, 14 banks were in the \$1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
New Accounts Officer
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	14	\$155,000	\$207,323	\$195,008	\$230,000
Bonus	5	29,600	80,940	48,000	86,500
Total Compensation	14	155,000	236,230	204,600	267,500
Age	14	52	55	55	58
Years with Present Bank	14	15	24	24	32
Years in Position	14	3	7	7	9
No. of Employees Supervised	14	1,085	2,963	1,617	2,517
Asset Size (Millions)	14	\$1,806.0	\$10,568.2	\$2,375.0	\$9,567.5

ADVERTISING OFFICER					
Base Salary	12	\$32,000	\$39,780	\$36,505	\$48,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	32,000	40,626	38,080	48,000
Age	12	40	49	49	53
Years with Present Bank	12	2	10	5	9
Years in Position	12	1	3	2	3
No. of Employees Supervised	12	3	9	5	6
Asset Size (Millions)	12	\$1,756.0	\$11,901.6	\$2,375.0	\$16,226.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	14	\$50,600	\$72,288	\$61,004	\$84,750
Bonus	5	7,300	17,340	15,000	16,050
Total Compensation	14	50,600	78,481	68,300	103,000
Age	14	35	42	42	45
Years with Present Bank	14	4	10	10	13
Years in Position	14	1	4	4	6
No. of Employees Supervised	14	11	45	37	54
Asset Size (Millions)	14	\$1,806.0	\$10,568.2	\$2,375.0	\$9,567.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	9	\$43,647	\$58,210	\$60,000	\$64,050
Bonus		INSUFFICIENT DATA			
Total Compensation	9	44,647	59,721	63,800	66,450
Age	9	42	46	44	48
Years with Present Bank	9	14	20	21	22
Years in Position	9	2	4	4	5
No. of Employees Supervised	9	205	480	527	595
Asset Size (Millions)	9	\$1,806.0	\$10,437.4	\$2,250.0	\$2,886.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	10	\$24,676	\$30,709	\$30,350	\$34,670
Bonus		INSUFFICIENT DATA			
Total Compensation	10	24,676	31,208	32,025	35,339
Age	10	33	44	43	51
Years with Present Bank	10	13	20	21	27
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	31	38	37	40
Asset Size (Millions)	10	\$2,041.5	\$14,101.9	\$2,886.0	\$16,852.5

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	13	\$21,850	\$26,537	\$26,000	\$28,650
Bonus		INSUFFICIENT DATA			
Total Compensation	13	21,850	27,290	26,200	31,018
Age	13	32	36	35	37
Years with Present Bank	13	7	12	11	14
Years in Position	13	2	5	4	5
No. of Employees Supervised	13	13	18	20	21
Asset Size (Millions)	13	\$1,806.0	\$11,208.1	\$2,500.0	\$9,567.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	11	\$17,300	\$19,770	\$18,700	\$22,019
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,300	20,265	18,700	22,475
Age	11	30	40	43	45
Years with Present Bank	11	4	11	8	14
Years in Position	11	1	4	3	5
No. of Employees Supervised	11	5	7	7	8
Asset Size (Millions)	11	\$1,678.0	\$8,956.9	\$2,227.0	\$2,886.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	8	\$29,900	\$36,001	\$32,831	\$37,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	29,900	36,001	32,831	37,500
Age	8	41	45	46	50
Years with Present Bank	8	5	14	13	23
Years in Position	8	1	3	3	3
No. of Employees Supervised	8	0	17	4	6
Asset Size (Millions)	8	\$1,600.0	\$7,489.1	\$2,053.0	\$2,863.0

GEOGRAPHIC REGION: 2
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	7	\$19,000	\$23,620	\$23,400	\$26,309
Bonus		INSUFFICIENT DATA			
Total Compensation	7	19,000	24,762	25,667	27,475
Age	7	27	44	46	57
Years with Present Bank	7	2	13	11	18
Years in Position	7	1	3	3	4
No. of Employees Supervised	7	0	1	0	0
Asset Size (Millions)	7	\$1,378.0	\$8,308.1	\$2,250.0	\$10,171.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	7	\$16,451	\$33,201	\$36,322	\$43,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	16,451	34,204	36,322	43,250
Age	7	26	37	37	43
Years with Present Bank	7	4	8	5	11
Years in Position	7	1	3	2	5
No. of Employees Supervised	7	6	24	25	32
Asset Size (Millions)	7	\$1,678.0	\$12,640.1	\$1,930.0	\$9,544.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	9	\$37,850	\$63,347	\$57,000	\$77,500
Bonus	5	4,000	15,960	9,800	10,900
Total Compensation	9	39,350	72,213	58,000	87,400
Age	9	38	44	44	46
Years with Present Bank	9	5	12	12	17
Years in Position	9	2	5	5	6
No. of Employees Supervised	9	11	56	57	68
Asset Size (Millions)	9	\$1,806.0	\$15,226.6	\$2,863.0	\$16,852.5

COMMERCIAL LOAN OFFICER					
Base Salary	11	\$26,121	\$32,107	\$30,500	\$33,750
Bonus		INSUFFICIENT DATA			
Total Compensation	11	26,121	33,084	31,188	35,125
Age	11	31	38	36	40
Years with Present Bank	11	4	9	5	8
Years in Position	11	2	3	2	4
No. of Employees Supervised	11	0	3	0	2
Asset Size (Millions)	11	\$1,678.0	\$12,779.0	\$2,500.0	\$16,852.5

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	11	\$17,808	\$23,456	\$23,000	\$24,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,808	24,008	23,000	26,000
Age	11	27	35	32	36
Years with Present Bank	11	2	4	3	5
Years in Position	11	1	3	1	3
No. of Employees Supervised	11	0	1	0	0
Asset Size (Millions)	11	\$1,678.0	\$12,779.0	\$2,500.0	\$16,852.5

EDP OFFICER-SR.					
Base Salary	13	\$41,200	\$51,484	\$48,000	\$53,000
Bonus		INSUFFICIENT DATA			
Total Compensation	13	41,984	53,848	48,000	57,626
Age	13	36	41	39	45
Years with Present Bank	13	4	9	7	12
Years in Position	13	2	4	3	6
No. of Employees Supervised	13	56	188	67	121
Asset Size (Millions)	13	\$1,806.0	\$6,592.7	\$2,250.0	\$2,886.0

FINANCIAL OFFICER-SR.					
Base Salary	11	\$40,100	\$64,647	\$60,000	\$75,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	40,100	70,437	63,588	84,250
Age	11	40	46	45	50
Years with Present Bank	11	7	14	12	17
Years in Position	11	1	6	6	10
No. of Employees Supervised	11	20	74	40	65
Asset Size (Millions)	11	\$1,678.0	\$10,256.5	\$2,500.0	\$9,567.5

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	8	\$19,000	\$22,857	\$23,850	\$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	21,750	23,201	23,850	25,000
Age	8	34	38	35	39
Years with Present Bank	8	8	10	9	11
Years in Position	8	3	5	6	7
No. of Employees Supervised	8	5	23	13	20
Asset Size (Millions)	8	\$1,600.0	\$11,159.3	\$1,893.0	\$2,500.0

GEOGRAPHIC REGION: 2
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	8	\$38,250	\$40,396	\$41,498	\$43,750
Bonus		INSUFFICIENT DATA			
Total Compensation	8	38,250	41,367	42,473	44,500
Age	8	37	43	43	45
Years with Present Bank	8	7	13	11	15
Years in Position	8	3	6	5	7
No. of Employees Supervised	8	25	64	68	84
Asset Size (Millions)	8	\$1,600.0	\$11,281.6	\$2,178.0	\$2,909.0

INSTALMENT LOAN OFFICER

Base Salary	9	\$17,034	\$39,989	\$21,100	\$23,754
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,034	39,989	21,100	23,754
Age	9	30	39	36	46
Years with Present Bank	9	8	14	13	16
Years in Position	9	2	3	2	4
No. of Employees Supervised	9	0	10	2	3
Asset Size (Millions)	9	\$1,678.0	\$10,485.4	\$2,500.0	\$2,886.0

INTERNAL AUDITING OFFICER-SR.

Base Salary	14	\$37,532	\$50,110	\$42,919	\$58,250
Bonus	5	1,750	12,440	10,700	14,350
Total Compensation	14	38,282	54,553	42,919	58,250
Age	14	39	46	46	50
Years with Present Bank	14	7	15	10	21
Years in Position	14	3	7	6	11
No. of Employees Supervised	14	16	32	20	40
Asset Size (Millions)	14	\$1,806.0	\$10,568.2	\$2,375.0	\$9,567.5

INTERNATIONAL BANKING OFFICER-SR.

Base Salary	10	\$36,066	\$66,184	\$46,250	\$95,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	36,566	77,914	46,250	112,150
Age	10	40	46	44	48
Years with Present Bank	10	4	13	14	19
Years in Position	10	2	5	5	8
No. of Employees Supervised	10	4	310	27	154
Asset Size (Millions)	10	\$1,678.0	\$13,863.9	\$2,681.5	\$16,852.5

GEOGRAPHIC REGION: 2
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	10	\$20,144	\$25,545	\$23,802	\$27,704
Bonus		INSUFFICIENT DATA			
Total Compensation	10	20,144	25,695	23,802	27,704
Age	10	30	36	33	41
Years with Present Bank	10	2	8	5	8
Years in Position	10	1	2	2	3
No. of Employees Supervised	10	0	2	1	4
Asset Size (Millions)	10	\$1,678.0	\$10,961.6	\$2,215.0	\$9,544.5

MARKETING DIRECTOR					
Base Salary	10	\$30,750	\$45,215	\$41,000	\$48,500
Bonus	5	1,025	9,410	3,000	7,500
Total Compensation	10	31,250	49,920	42,500	48,500
Age	10	36	41	40	43
Years with Present Bank	10	8	12	12	16
Years in Position	10	1	4	3	5
No. of Employees Supervised	10	6	17	13	17
Asset Size (Millions)	10	\$1,678.0	\$12,468.6	\$2,363.5	\$10,194.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	11	\$36,850	\$50,607	\$47,653	\$59,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	37,750	51,523	47,653	63,088
Age	11	40	49	50	55
Years with Present Bank	11	4	18	18	25
Years in Position	11	2	5	4	7
No. of Employees Supervised	11	11	25	20	32
Asset Size (Millions)	11	\$1,806.0	\$10,356.0	\$2,500.0	\$9,567.5

MORTGAGE LOAN OFFICER					
Base Salary	11	\$18,530	\$27,586	\$25,459	\$34,850
Bonus		INSUFFICIENT DATA			
Total Compensation	11	18,930	28,170	25,459	34,850
Age	11	35	42	43	48
Years with Present Bank	11	7	16	16	23
Years in Position	11	1	4	4	7
No. of Employees Supervised	11	0	4	1	7
Asset Size (Millions)	11	\$1,806.0	\$7,510.8	\$2,500.0	\$9,567.5

GEOGRAPHIC REGION: 2
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER-JR.					
Base Salary	6	\$16,350	\$20,222	\$19,608	\$22,400
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,350	20,222	19,608	22,400
Age	6	28	39	40	47
Years with Present Bank	6	5	13	7	18
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	0	2	0	2
Asset Size (Millions)	6	\$1,806.0	\$4,852.2	\$2,556.5	\$2,886.0

OFFICER-TRAINEE-BACHELOR'S DEGREE

Base Salary	8	\$13,000	\$14,530	\$14,000	\$15,637
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,000	14,530	14,000	15,637
Age	7	23	24	23	25
Years with Present Bank	7	1	1	1	1
Years in Position	7	1	1	1	1
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	8	\$1,756.0	\$13,264.6	\$2,396.5	\$2,909.0

OPERATIONS OFFICER-SR.

Base Salary	12	\$39,584	\$58,619	\$46,020	\$64,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	39,584	66,853	46,020	64,000
Age	12	40	45	45	49
Years with Present Bank	12	8	17	20	22
Years in Position	11	1	6	4	6
No. of Employees Supervised	12	75	758	349	780
Asset Size (Millions)	12	\$1,856.0	\$12,047.7	\$2,681.5	\$16,226.0

PERSONNEL OFFICER-SR.

Base Salary	13	\$42,050	\$56,702	\$58,968	\$63,500
Bonus	5	5,625	14,608	11,788	18,394
Total Compensation	13	44,250	62,320	58,968	70,250
Age	13	47	50	49	53
Years with Present Bank	13	9	17	20	22
Years in Position	12	3	7	6	9
No. of Employees Supervised	13	13	44	16	45
Asset Size (Millions)	13	\$1,843.0	\$11,238.4	\$2,500.0	\$9,567.5

GEOGRAPHIC REGION: 2
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	13	\$25,850	\$34,369	\$35,000	\$38,150
Bonus		INSUFFICIENT DATA			
Total Compensation	13	25,850	34,800	35,000	40,123
Age	13	42	49	53	56
Years with Present Bank	13	6	14	12	15
Years in Position	12	1	4	4	5
No. of Employees Supervised	13	4	36	17	41
Asset Size (Millions)	13	\$1,806.0	\$11,232.7	\$2,500.0	\$9,567.5

TRAINING DIRECTOR					
Base Salary	11	\$23,900	\$33,826	\$26,500	\$37,227
Bonus		INSUFFICIENT DATA			
Total Compensation	11	24,200	35,047	26,500	39,762
Age	11	35	39	38	43
Years with Present Bank	11	2	6	4	10
Years in Position	10	2	2	2	2
No. of Employees Supervised	11	3	7	5	10
Asset Size (Millions)	11	\$1,806.0	\$12,909.6	\$2,500.0	\$16,852.5

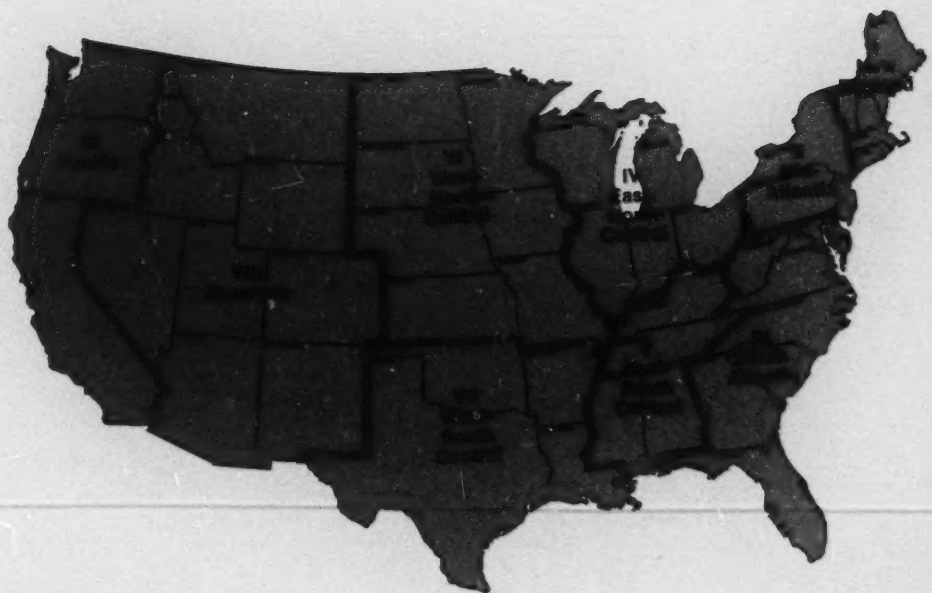
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	11	\$43,250	\$68,306	\$60,000	\$70,505
Bonus		INSUFFICIENT DATA			
Total Compensation	11	43,250	80,687	60,000	73,855
Age	11	43	48	47	50
Years with Present Bank	11	4	16	16	26
Years in Position	11	1	4	3	6
No. of Employees Supervised	11	18	215	60	99
Asset Size (Millions)	11	\$1,678.0	\$11,454.5	\$2,500.0	\$9,567.5

TRUST OPERATIONS MANAGER					
Base Salary	10	\$19,650	\$37,450	\$32,781	\$38,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	19,650	38,950	32,781	38,350
Age	10	32	41	39	51
Years with Present Bank	10	3	12	10	14
Years in Position	10	1	3	1	3
No. of Employees Supervised	10	11	96	29	54
Asset Size (Millions)	10	\$1,806.0	\$12,609.6	\$2,681.5	\$10,194.0

Cash Compensation Data

Region III: South Atlantic

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: LESS THAN \$10 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 26 banks were in the Less Than \$10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector

Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Sr.
Personnel Officer

GEOGRAPHIC REGION: 3
 ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	26	\$26,400	\$30,121	\$29,625	\$35,000
Bonus	15	1,000	2,032	1,800	2,800
Total Compensation	26	27,010	31,293	31,500	35,000
Age	26	36	43	42	47
Years with Present Bank	26	3	6	4	7
Years in Position	26	2	4	4	5
No. of Employees Supervised	26	9	12	11	14
Asset Size (Millions)	26	\$5.0	\$6.9	\$7.0	\$9.0

SECOND RANKING OFFICER					
Base Salary	18	\$17,750	\$22,023	\$21,750	\$24,700
Bonus	10	348	1,338	1,030	1,625
Total Compensation	18	17,750	22,766	24,000	25,435
Age	18	35	41	39	46
Years with Present Bank	18	2	5	3	5
Years in Position	18	1	2	2	3
No. of Employees Supervised	17	3	8	9	11
Asset Size (Millions)	18	\$5.0	\$7.1	\$8.0	\$9.0

OPERATIONS OFFICER-JR.					
Base Salary	9	\$9,650	\$11,544	\$10,200	\$12,500
Bonus	6	203	689	550	615
Total Compensation	9	10,043	12,004	10,230	12,750
Age	9	29	33	32	36
Years with Present Bank	9	3	6	4	7
Years in Position	9	1	3	2	3
No. of Employees Supervised	9	3	5	4	6
Asset Size (Millions)	9	\$6.0	\$7.6	\$9.0	\$9.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$10 TO \$19 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 59 banks were in the \$10 to \$19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.

Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	59	\$28,388	\$33,647	\$33,800	\$38,213
Bonus	41	1,520	4,801	3,000	5,625
Total Compensation	59	30,250	36,983	36,508	41,300
Age	58	39	46	47	54
Years with Present Bank	59	5	12	8	21
Years in Position	59	2	6	5	9
No. of Employees Supervised	58	15	20	20	26
Asset Size (Millions)	59	\$12.0	\$14.7	\$15.0	\$16.5

SECOND RANKING OFFICER					
Base Salary	42	\$21,058	\$23,715	\$23,360	\$26,110
Bonus	31	1,181	3,236	2,000	3,000
Total Compensation	42	22,315	26,104	25,000	27,900
Age	41	35	41	39	46
Years with Present Bank	42	4	11	9	14
Years in Position	42	2	6	5	8
No. of Employees Supervised	41	4	14	15	21
Asset Size (Millions)	42	\$12.0	\$14.2	\$14.0	\$16.0

BRANCH MANAGER					
Base Salary	19	\$13,205	\$17,925	\$17,700	\$21,450
Bonus	11	100	1,160	694	2,100
Total Compensation	19	13,952	18,596	18,600	22,197
Age	18	35	44	40	56
Years with Present Bank	19	2	7	6	12
Years in Position	19	1	4	2	4
No. of Employees Supervised	19	3	5	4	6
Asset Size (Millions)	19	\$12.5	\$15.2	\$16.0	\$16.5

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	10	\$16,250	\$21,131	\$21,050	\$24,416
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,875	21,769	21,128	24,551
Age	10	34	43	40	50
Years with Present Bank	10	1	5	4	5
Years in Position	10	1	4	3	5
No. of Employees Supervised	10	3	5	5	5
Asset Size (Millions)	10	\$12.5	\$15.3	\$15.0	\$17.5

GEOGRAPHIC REGION: 3
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CONTROLLER					
Base Salary	11	\$13,100	\$17,694	\$17,000	\$20,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	13,600	18,717	17,000	21,500
Age	11	32	45	43	53
Years with Present Bank	11	3	13	7	17
Years in Position	11	1	4	2	7
No. of Employees Supervised	10	0	7	6	10
Asset Size (Millions)	11	\$12.0	\$15.3	\$16.0	\$17.0

GENERAL LOAN OFFICER					
Base Salary	17	\$13,850	\$16,874	\$16,800	\$18,250
Bonus	12	700	3,267	1,460	2,500
Total Compensation	17	14,850	19,180	16,920	21,313
Age	17	31	38	36	38
Years with Present Bank	17	4	6	5	8
Years in Position	17	2	5	4	6
No. of Employees Supervised	17	1	3	2	4
Asset Size (Millions)	17	\$14.0	\$15.2	\$15.0	\$16.5

INSTALMENT LOAN COLLECTOR					
Base Salary	9	\$9,800	\$11,627	\$11,000	\$13,500
Bonus	6	317	831	650	925
Total Compensation	9	10,050	12,180	11,800	14,025
Age	8	26	32	30	32
Years with Present Bank	8	2	7	4	5
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	1	1	1
Asset Size (Millions)	9	\$13.5	\$14.9	\$16.0	\$16.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	15	\$14,070	\$16,505	\$16,000	\$18,920
Bonus	11	453	893	738	1,155
Total Compensation	15	14,758	17,160	16,620	19,575
Age	14	32	39	36	41
Years with Present Bank	15	1	7	5	11
Years in Position	15	1	4	3	5
No. of Employees Supervised	14	1	3	2	3
Asset Size (Millions)	15	\$13.0	\$15.4	\$15.0	\$17.5

GEOGRAPHIC REGION: 3
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER-JR.					
Base Salary	12	\$11,200	\$12,765	\$12,000	\$14,000
Bonus	8	400	1,172	950	1,200
Total Compensation	12	11,628	13,547	13,000	14,400
Age	12	27	38	37	46
Years with Present Bank	12	1	5	4	6
Years in Position	12	0	2	1	2
No. of Employees Supervised	12	0	2	2	3
Asset Size (Millions)	12	\$12.0	\$14.2	\$13.5	\$16.0

INTERNAL AUDITING OFFICER					
Base Salary	5	\$9,732	\$12,342	\$11,948	\$13,474
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,262	13,018	11,948	13,974
Age		INSUFFICIENT DATA			
Years with Present Bank	5	5	8	8	9
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	5	\$12.0	\$14.0	\$12.0	\$14.5

OFFICER TRAINEE					
Base Salary	8	\$10,500	\$11,475	\$11,350	\$12,000
Bonus	5	462	663	650	742
Total Compensation	8	11,000	11,890	11,750	12,033
Age	8	23	27	26	26
Years with Present Bank	8	1	3	2	4
Years in Position	8	0	1	1	1
No. of Employees Supervised	8	0	3	1	4
Asset Size (Millions)	8	\$13.0	\$14.5	\$14.5	\$16.0

OPERATIONS OFFICER-SR.					
Base Salary	32	\$12,800	\$15,711	\$15,140	\$17,600
Bonus	20	500	1,480	1,034	2,500
Total Compensation	32	13,716	16,636	16,000	18,300
Age	32	33	40	39	45
Years with Present Bank	32	4	10	9	10
Years in Position	32	2	4	3	5
No. of Employees Supervised	32	4	10	9	13
Asset Size (Millions)	32	\$13.0	\$14.7	\$15.0	\$16.0

GEOGRAPHIC REGION: 3

ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	20	\$11,000	\$13,141	\$13,000	\$14,000
Bonus	13	459	1,129	900	1,250
Total Compensation	20	11,300	13,875	13,950	14,600
Age	20	33	38	38	41
Years with Present Bank	20	3	9	7	13
Years in Position	20	1	2	2	3
No. of Employees Supervised	20	2	5	5	6
Asset Size (Millions)	20	\$14.0	\$15.7	\$16.0	\$17.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$20 TO \$29 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 53 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Mortgage Loan Officer

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GEOGRAPHIC REGION: 3
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	53	\$32,500	\$39,071	\$38,500	\$42,500
Bonus	43	1,700	4,426	3,080	6,000
Total Compensation	53	35,100	42,661	42,000	46,663
Age	52	40	49	50	56
Years with Present Bank	52	4	12	8	16
Years in Position	53	3	7	6	9
No. of Employees Supervised	51	21	32	30	37
Asset Size (Millions)	53	\$21.0	\$24.1	\$24.0	\$26.5

SECOND RANKING OFFICER					
Base Salary	44	\$23,000	\$26,916	\$26,820	\$29,700
Bonus	36	1,350	2,551	1,982	3,000
Total Compensation	44	24,500	29,003	28,760	32,000
Age	44	35	43	42	49
Years with Present Bank	44	4	9	7	13
Years in Position	44	2	6	5	7
No. of Employees Supervised	42	8	20	18	29
Asset Size (Millions)	44	\$21.0	\$24.0	\$24.0	\$27.0

BRANCH MANAGER					
Base Salary	28	\$13,000	\$16,500	\$15,990	\$18,900
Bonus	20	700	1,171	913	1,400
Total Compensation	28	14,300	17,336	16,375	19,650
Age	28	31	41	39	46
Years with Present Bank	28	2	7	7	9
Years in Position	28	1	3	2	4
No. of Employees Supervised	23	3	7	5	8
Asset Size (Millions)	28	\$22.0	\$24.5	\$25.0	\$27.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	6	\$13,450	\$16,850	\$15,000	\$17,150
Bonus	5	475	1,270	1,000	1,100
Total Compensation	6	14,175	17,908	17,100	18,750
Age	6	29	40	37	43
Years with Present Bank	6	2	11	5	9
Years in Position	5	2	3	3	3
No. of Employees Supervised	6	0	2	1	2
Asset Size (Millions)	6	\$22.0	\$25.8	\$27.0	\$27.5

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	15	\$19,500	\$22,413	\$22,000	\$24,500
Bonus	14	550	1,477	1,288	1,800
Total Compensation	15	19,800	23,792	23,054	27,042
Age	15	33	41	36	50
Years with Present Bank	15	1	5	4	8
Years in Position	15	1	3	2	5
No. of Employees Supervised	15	2	6	5	8
Asset Size (Millions)	15	\$20.5	\$24.4	\$25.0	\$26.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	\$14,900	\$16,324	\$16,000	\$16,450
Bonus	5	500	1,288	750	1,220
Total Compensation	5	15,400	17,612	18,590	18,795
Age	5	30	33	32	33
Years with Present Bank	5	1	5	3	6
Years in Position	5	1	2	3	3
No. of Employees Supervised	INSUFFICIENT DATA				
Asset Size (Millions)	5	\$23.5	\$25.8	\$27.0	\$27.0

CONTROLLER					
Base Salary	17	\$16,300	\$19,812	\$19,800	\$22,750
Bonus	13	763	1,576	1,320	1,750
Total Compensation	17	17,144	21,017	21,032	24,480
Age	17	32	40	40	47
Years with Present Bank	17	2	8	4	9
Years in Position	16	1	3	2	4
No. of Employees Supervised	15	2	18	15	22
Asset Size (Millions)	17	\$23.0	\$24.7	\$25.0	\$26.0

GENERAL LOAN OFFICER					
Base Salary	24	\$15,525	\$18,325	\$18,000	\$21,000
Bonus	17	817	1,397	1,304	1,550
Total Compensation	24	15,525	19,314	19,000	22,110
Age	24	32	38	37	43
Years with Present Bank	24	3	7	7	10
Years in Position	23	2	3	3	5
No. of Employees Supervised	24	0	6	5	6
Asset Size (Millions)	24	\$21.0	\$24.0	\$24.0	\$27.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	17	\$11,550	\$13,660	\$13,156	\$16,375
Bonus	13	275	1,050	681	1,277
Total Compensation	17	11,650	14,463	14,145	16,925
Age	17	29	35	33	40
Years with Present Bank	17	1	3	2	4
Years in Position	16	1	2	1	1
No. of Employees Supervised	15	0	1	0	1
Asset Size (Millions)	17	\$24.0	\$25.2	\$25.0	\$27.0

INSTALMENT LOAN OFFICER-SR.

Base Salary	23	\$16,350	\$19,599	\$18,300	\$23,000
Bonus	18	768	1,979	1,250	2,233
Total Compensation	23	16,900	21,148	19,800	23,425
Age	23	34	40	39	44
Years with Present Bank	23	2	7	7	10
Years in Position	23	2	5	3	7
No. of Employees Supervised	21	1	4	3	5
Asset Size (Millions)	23	\$20.0	\$23.9	\$24.0	\$26.5

INSTALMENT LOAN OFFICER-JR.

Base Salary	18	\$12,000	\$14,393	\$14,350	\$15,500
Bonus	13	639	1,056	1,087	1,335
Total Compensation	18	12,889	15,156	14,700	16,085
Age	18	31	38	34	39
Years with Present Bank	18	3	7	6	8
Years in Position	18	1	3	3	4
No. of Employees Supervised	16	0	2	1	2
Asset Size (Millions)	18	\$22.5	\$24.4	\$24.0	\$25.5

INTERNAL AUDITING OFFICER

Base Salary	17	\$11,150	\$13,583	\$12,000	\$15,500
Bonus	13	534	1,130	950	1,095
Total Compensation	17	11,450	14,447	13,200	16,274
Age	17	28	36	34	42
Years with Present Bank	17	3	7	7	9
Years in Position	17	1	2	2	3
No. of Employees Supervised	17	0	3	0	1
Asset Size (Millions)	17	\$24.0	\$25.2	\$25.0	\$27.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE					
Base Salary	5	\$10,350	\$11,320	\$11,700	\$11,850
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,718	12,164	11,934	12,067
Age	5	26	30	27	30
Years with Present Bank		INSUFFICIENT DATA			
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	2	0	1
Asset Size (Millions)	5	\$23.0	\$24.8	\$25.0	\$25.0

OPERATIONS OFFICER-SR.

Base Salary	34	\$15,000	\$18,659	\$18,000	\$21,900
Bonus	26	775	1,499	1,034	1,559
Total Compensation	34	16,118	19,805	18,489	23,050
Age	33	36	44	42	49
Years with Present Bank	33	4	10	8	13
Years in Position	34	2	4	3	5
No. of Employees Supervised	34	10	18	19	23
Asset Size (Millions)	34	\$21.5	\$24.4	\$25.0	\$27.0

OPERATIONS OFFICER-JR.

Base Salary	22	\$11,400	\$12,724	\$12,400	\$13,750
Bonus	16	500	872	865	1,020
Total Compensation	22	11,966	13,358	13,000	14,477
Age	22	27	37	34	39
Years with Present Bank	21	5	8	7	9
Years in Position	22	1	3	2	3
No. of Employees Supervised	21	4	7	6	9
Asset Size (Millions)	22	\$21.5	\$24.5	\$24.5	\$27.0

PERSONNEL OFFICER

Base Salary	5	\$12,330	\$14,832	\$15,000	\$15,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,945	15,710	16,269	16,310
Age	5	29	43	45	50
Years with Present Bank	5	4	7	6	8
Years in Position	5	1	2	1	2
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$22.5	\$25.6	\$26.0	\$27.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$30 TO \$39 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 59 banks were in the \$30 to \$39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	57	\$35,020	\$42,294	\$42,000	\$46,825
Bonus	33	3,000	4,789	3,800	5,303
Total Compensation	57	37,000	45,066	43,500	49,625
Age	56	43	50	51	53
Years with Present Bank	57	7	18	14	29
Years in Position	55	3	7	4	10
No. of Employees Supervised	54	33	42	40	51
Asset Size (Millions)	57	\$31.0	\$34.2	\$35.0	\$36.5

SECOND RANKING OFFICER					
Base Salary	53	\$25,500	\$29,944	\$28,600	\$32,000
Bonus	28	2,000	3,314	2,631	3,500
Total Compensation	53	26,560	31,695	30,500	32,750
Age	52	37	43	42	48
Years with Present Bank	53	4	11	9	16
Years in Position	51	1	5	3	7
No. of Employees Supervised	50	20	33	33	43
Asset Size (Millions)	53	\$31.0	\$34.2	\$35.0	\$36.0

BRANCH MANAGER					
Base Salary	34	\$15,000	\$18,844	\$18,000	\$20,500
Bonus	21	850	1,917	1,450	2,125
Total Compensation	34	15,211	20,028	18,979	22,665
Age	33	31	38	35	41
Years with Present Bank	34	4	8	6	12
Years in Position	34	1	3	2	4
No. of Employees Supervised	34	5	7	6	8
Asset Size (Millions)	34	\$31.5	\$34.7	\$35.0	\$38.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	14	\$14,250	\$19,011	\$17,320	\$22,660
Bonus	6	675	1,372	1,375	1,625
Total Compensation	14	14,600	19,599	17,450	23,010
Age	14	29	35	35	38
Years with Present Bank	14	3	5	4	6
Years in Position	14	1	3	3	4
No. of Employees Supervised	14	0	4	2	4
Asset Size (Millions)	14	\$31.0	\$34.1	\$34.5	\$35.5

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	28	\$21,500	\$25,738	\$25,750	\$28,500
Bonus	13	1,325	3,094	2,200	2,977
Total Compensation	28	23,000	27,174	26,080	30,000
Age	28	33	41	40	49
Years with Present Bank	28	3	8	7	10
Years in Position	27	2	4	3	5
No. of Employees Supervised	27	3	10	7	10
Asset Size (Millions)	28	\$32.0	\$34.9	\$35.0	\$37.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	12	\$14,800	\$18,007	\$15,500	\$21,000
Bonus	7	450	1,091	900	1,500
Total Compensation	12	15,525	18,643	16,500	21,500
Age	11	28	39	35	48
Years with Present Bank	12	3	7	6	8
Years in Position	12	1	2	1	2
No. of Employees Supervised	11	0	4	2	7
Asset Size (Millions)	12	\$31.0	\$34.3	\$34.5	\$37.0

CONTROLLER					
Base Salary	20	\$15,500	\$21,663	\$20,550	\$25,500
Bonus	10	1,018	1,983	1,644	2,604
Total Compensation	20	15,869	22,655	21,350	25,760
Age	20	33	39	36	45
Years with Present Bank	20	8	13	14	17
Years in Position	19	1	3	2	3
No. of Employees Supervised	19	1	6	2	6
Asset Size (Millions)	20	\$31.0	\$34.3	\$35.0	\$36.0

GENERAL LOAN OFFICER					
Base Salary	18	\$17,500	\$21,560	\$21,000	\$24,589
Bonus	10	1,530	2,306	1,900	2,325
Total Compensation	18	18,350	22,841	22,575	26,350
Age	18	35	42	39	44
Years with Present Bank	18	4	10	9	14
Years in Position	17	2	5	2	4
No. of Employees Supervised	17	2	4	3	5
Asset Size (Millions)	18	\$33.0	\$34.8	\$35.0	\$37.5

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	21	\$10,840	\$13,242	\$13,000	\$15,500
Bonus	9	717	1,257	1,250	1,665
Total Compensation	21	11,040	13,781	13,860	16,100
Age	21	25	31	29	34
Years with Present Bank	21	2	4	3	4
Years in Position	20	1	2	3	3
No. of Employees Supervised	21	0	1	0	1
Asset Size (Millions)	21	\$31.0	\$33.8	\$35.0	\$35.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	35	\$17,635	\$22,452	\$21,000	\$25,000
Bonus	20	917	2,442	2,050	2,640
Total Compensation	35	19,250	23,847	23,000	25,354
Age	34	34	40	37	45
Years with Present Bank	35	4	9	7	14
Years in Position	34	2	5	3	8
No. of Employees Supervised	34	2	5	4	6
Asset Size (Millions)	35	\$31.0	\$34.0	\$35.0	\$36.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	25	\$12,710	\$14,725	\$14,988	\$15,350
Bonus	13	808	1,533	1,200	1,705
Total Compensation	25	13,183	15,522	15,000	16,681
Age	24	28	36	35	40
Years with Present Bank	25	3	9	8	12
Years in Position	25	1	3	2	3
No. of Employees Supervised	25	0	2	1	4
Asset Size (Millions)	25	\$31.5	\$34.0	\$34.0	\$35.0

INTERNAL AUDITING OFFICER					
Base Salary	26	\$11,610	\$15,635	\$15,292	\$16,500
Bonus	11	937	1,836	1,300	2,008
Total Compensation	26	12,100	16,412	15,587	17,636
Age	25	27	38	35	48
Years with Present Bank	26	4	11	7	10
Years in Position	24	1	2	2	3
No. of Employees Supervised	22	0	4	0	2
Asset Size (Millions)	26	\$30.5	\$33.8	\$34.0	\$36.5

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	8	\$13,200	\$18,576	\$16,191	\$21,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,200	18,958	16,191	24,177
Age	8	27	34	35	35
Years with Present Bank	8	2	6	4	9
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	3	2	2
Asset Size (Millions)	8	\$32.0	\$34.8	\$35.0	\$36.0

OFFICER TRAINEE					
Base Salary	6	\$11,500	\$12,313	\$12,000	\$12,318
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,500	12,955	12,000	13,621
Age	6	23	30	25	29
Years with Present Bank	6	1	4	2	3
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	2	0	2
Asset Size (Millions)	6	\$30.0	\$32.8	\$32.5	\$35.0

OPERATIONS OFFICER-SR.					
Base Salary	37	\$16,650	\$20,238	\$19,140	\$23,070
Bonus	21	875	1,609	1,400	2,050
Total Compensation	37	17,285	21,151	21,276	24,099
Age	36	34	41	43	49
Years with Present Bank	37	4	12	9	18
Years in Position	35	2	4	3	6
No. of Employees Supervised	34	10	21	18	28
Asset Size (Millions)	37	\$32.0	\$34.5	\$35.0	\$37.0

OPERATIONS OFFICER-JR.					
Base Salary	21	\$13,125	\$14,680	\$14,500	\$16,000
Bonus	13	725	1,366	1,200	1,610
Total Compensation	21	13,125	15,526	15,850	16,712
Age	21	32	37	34	44
Years with Present Bank	21	6	12	9	17
Years in Position	20	2	3	2	3
No. of Employees Supervised	19	6	11	9	18
Asset Size (Millions)	21	\$31.0	\$33.2	\$32.0	\$35.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER					
Base Salary	12	\$14,000	\$16,252	\$15,795	\$16,680
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,000	16,813	15,795	18,000
Age	12	34	41	39	42
Years with Present Bank	12	4	12	10	16
Years in Position	12	1	2	2	2
No. of Employees Supervised	11	0	13	7	19
Asset Size (Millions)	12	\$30.0	\$33.8	\$33.0	\$36.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$40 TO \$49 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 60 banks were in the \$40 to \$49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed \$49 million. The reason for this being is that banks with assets just over \$50 million were instructed to complete the under \$50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 3
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	59	\$41,080	\$47,706	\$47,000	\$52,500
Bonus	40	2,800	5,325	4,425	7,826
Total Compensation	59	43,696	51,316	49,000	57,165
Age	59	43	51	51	58
Years with Present Bank	59	6	17	14	26
Years in Position	59	4	9	7	12
No. of Employees Supervised	58	36	49	50	64
Asset Size (Millions)	59	\$42.0	\$46.5	\$46.0	\$50.5

SECOND RANKING OFFICER					
Base Salary	54	\$27,770	\$32,827	\$32,375	\$36,000
Bonus	36	1,100	3,041	2,734	3,400
Total Compensation	54	28,883	34,855	33,660	38,220
Age	54	41	48	48	54
Years with Present Bank	54	7	16	14	23
Years in Position	54	2	6	5	8
No. of Employees Supervised	54	10	35	34	52
Asset Size (Millions)	54	\$42.5	\$46.6	\$46.0	\$50.0

BRANCH MANAGER					
Base Salary	37	\$14,350	\$18,400	\$18,275	\$21,250
Bonus	21	476	1,323	1,200	1,750
Total Compensation	37	14,809	19,151	18,500	22,088
Age	35	33	39	36	46
Years with Present Bank	35	3	9	9	12
Years in Position	36	1	3	2	3
No. of Employees Supervised	36	4	7	6	8
Asset Size (Millions)	37	\$42.0	\$46.3	\$47.0	\$50.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	17	\$14,150	\$20,195	\$18,000	\$23,500
Bonus	12	150	1,470	1,312	1,800
Total Compensation	17	14,840	21,232	18,000	24,475
Age	17	36	46	45	56
Years with Present Bank	17	5	13	11	16
Years in Position	17	3	5	5	7
No. of Employees Supervised	17	0	5	1	2
Asset Size (Millions)	17	\$43.0	\$46.8	\$46.0	\$49.5

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	36	\$21,800	\$26,547	\$25,250	\$30,000
Bonus	21	610	1,545	1,500	2,292
Total Compensation	36	22,900	27,448	27,323	30,100
Age	36	36	41	41	46
Years with Present Bank	36	2	8	4	9
Years in Position	36	2	4	3	4
No. of Employees Supervised	36	3	6	5	8
Asset Size (Millions)	36	\$42.0	\$47.6	\$47.5	\$51.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	24	\$15,000	\$19,229	\$18,000	\$22,000
Bonus	13	634	1,683	1,587	2,000
Total Compensation	24	15,000	20,140	18,963	22,000
Age	24	30	37	35	45
Years with Present Bank	24	2	7	5	7
Years in Position	23	1	3	2	3
No. of Employees Supervised	24	0	4	2	4
Asset Size (Millions)	24	\$42.0	\$47.0	\$46.5	\$51.0

CONTROLLER					
Base Salary	28	\$17,820	\$21,521	\$20,598	\$24,100
Bonus	21	650	1,499	1,500	2,195
Total Compensation	28	18,105	22,645	21,653	26,350
Age	28	32	41	39	46
Years with Present Bank	28	5	12	8	18
Years in Position	27	2	3	3	4
No. of Employees Supervised	28	1	9	3	10
Asset Size (Millions)	28	\$42.0	\$46.1	\$46.0	\$50.0

GENERAL LOAN OFFICER					
Base Salary	33	\$15,650	\$20,278	\$18,936	\$23,600
Bonus	20	600	1,616	1,530	2,065
Total Compensation	33	17,330	21,257	20,000	24,175
Age	33	33	41	38	47
Years with Present Bank	33	3	11	8	13
Years in Position	33	2	5	3	8
No. of Employees Supervised	33	1	4	3	6
Asset Size (Millions)	33	\$43.5	\$46.4	\$46.0	\$50.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	22	\$10,450	\$12,376	\$11,705	\$12,600
Bonus	13	450	1,238	1,200	1,492
Total Compensation	22	10,450	13,108	12,561	13,897
Age	22	27	35	33	38
Years with Present Bank	22	2	4	3	5
Years in Position	22	1	3	2	3
No. of Employees Supervised	21	0	1	0	1
Asset Size (Millions)	22	\$42.5	\$47.2	\$48.0	\$51.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	40	\$16,000	\$20,238	\$19,000	\$24,756
Bonus	27	832	1,540	1,500	2,092
Total Compensation	40	17,280	21,278	19,700	25,000
Age	40	34	43	40	49
Years with Present Bank	40	4	12	8	16
Years in Position	39	2	5	4	6
No. of Employees Supervised	40	1	4	4	6
Asset Size (Millions)	40	\$42.0	\$46.6	\$46.5	\$51.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	42	\$12,250	\$14,695	\$14,000	\$15,500
Bonus	25	535	1,034	1,000	1,250
Total Compensation	42	12,605	15,311	14,365	16,765
Age	41	30	35	33	39
Years with Present Bank	42	3	8	6	10
Years in Position	41	1	2	2	3
No. of Employees Supervised	42	0	2	1	4
Asset Size (Millions)	42	\$42.0	\$46.7	\$47.0	\$51.0

INTERNAL AUDITING OFFICER					
Base Salary	34	\$12,775	\$15,565	\$14,550	\$17,100
Bonus	22	415	1,095	1,123	1,480
Total Compensation	34	13,125	16,274	15,043	17,450
Age	33	28	36	35	42
Years with Present Bank	33	3	8	6	9
Years in Position	33	1	2	2	3
No. of Employees Supervised	34	0	0	0	1
Asset Size (Millions)	34	\$42.0	\$46.6	\$46.5	\$51.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	8	\$13,550	\$16,614	\$16,500	\$18,275
Bonus	6	440	1,262	1,340	1,496
Total Compensation	8	14,079	17,561	17,015	20,412
Age	8	28	37	35	38
Years with Present Bank	8	1	8	7	7
Years in Position	7	1	4	3	3
No. of Employees Supervised	8	2	2	2	3
Asset Size (Millions)	8	\$42.0	\$47.9	\$48.5	\$52.0

OFFICER TRAINEE					
Base Salary	12	\$11,000	\$11,488	\$11,600	\$12,000
Bonus	5	125	614	900	910
Total Compensation	12	11,000	11,744	11,850	12,150
Age	12	23	28	25	30
Years with Present Bank	12	1	3	2	2
Years in Position	12	0	1	1	1
No. of Employees Supervised	12	0	1	0	0
Asset Size (Millions)	12	\$40.0	\$44.8	\$44.0	\$47.0

OPERATIONS OFFICER-SR.					
Base Salary	42	\$18,750	\$24,010	\$24,056	\$28,000
Bonus	27	700	1,871	1,500	2,485
Total Compensation	42	19,375	25,213	24,975	29,325
Age	42	36	41	39	47
Years with Present Bank	42	5	11	10	17
Years in Position	41	2	5	3	6
No. of Employees Supervised	42	13	25	21	32
Asset Size (Millions)	42	\$42.0	\$45.5	\$45.5	\$48.0

OPERATIONS OFFICER-JR.					
Base Salary	37	\$12,000	\$15,115	\$14,500	\$17,000
Bonus	22	605	1,284	1,228	1,763
Total Compensation	37	12,514	15,879	15,513	18,831
Age	37	31	41	39	46
Years with Present Bank	37	6	11	12	16
Years in Position	37	1	3	2	4
No. of Employees Supervised	37	1	8	6	12
Asset Size (Millions)	37	\$42.5	\$46.6	\$46.0	\$50.5

GEOGRAPHIC REGION: 3
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER					
Base Salary	28	\$14,600	\$17,767	\$16,238	\$19,000
Bonus	17	635	1,246	1,000	1,404
Total Compensation	28	14,600	18,524	17,004	20,500
Age	28	39	45	44	52
Years with Present Bank	28	6	13	9	16
Years in Position	27	1	4	3	5
No. of Employees Supervised	28	0	8	3	10
Asset Size (Millions)	28	\$45.0	\$47.9	\$47.5	\$51.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$50 TO \$99 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 73 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.

Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 3

ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	73	\$46,000	\$53,574	\$52,000	\$60,000
Bonus	33	2,641	7,390	5,670	9,488
Total Compensation	73	46,488	56,915	54,100	62,510
Age	73	43	51	50	58
Years with Present Bank	72	7	15	14	19
Years in Position	73	3	7	6	10
No. of Employees Supervised	71	61	82	79	108
Asset Size (Millions)	73	\$60.0	\$73.8	\$75.0	\$85.0

ADVERTISING OFFICER					
Base Salary	14	\$12,250	\$20,371	\$22,000	\$25,150
Bonus	5	925	1,305	1,451	1,501
Total Compensation	14	12,675	20,837	22,000	25,876
Age	14	31	41	38	46
Years with Present Bank	14	2	11	9	16
Years in Position	14	1	4	2	3
No. of Employees Supervised	14	1	1	1	2
Asset Size (Millions)	14	\$57.5	\$73.4	\$71.5	\$90.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	20	\$26,000	\$35,478	\$34,150	\$38,500
Bonus	10	1,270	3,194	2,698	3,500
Total Compensation	20	27,040	37,074	35,275	38,500
Age	20	43	50	50	55
Years with Present Bank	20	9	21	16	33
Years in Position	20	3	7	6	10
No. of Employees Supervised	19	1	18	5	19
Asset Size (Millions)	20	\$59.0	\$73.4	\$71.0	\$85.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	32	\$28,000	\$33,361	\$31,780	\$38,000
Bonus	12	623	3,286	3,000	4,350
Total Compensation	32	28,000	34,593	34,500	38,438
Age	32	41	47	46	51
Years with Present Bank	32	7	15	15	20
Years in Position	32	1	4	3	6
No. of Employees Supervised	32	6	36	36	54
Asset Size (Millions)	32	\$60.0	\$74.8	\$78.0	\$87.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	30	\$19,050	\$22,411	\$22,275	\$25,000
Bonus	10	440	1,190	1,448	1,600
Total Compensation	30	19,175	22,808	22,275	25,955
Age	30	33	40	40	45
Years with Present Bank	30	5	9	8	11
Years in Position	30	1	3	2	4
No. of Employees Supervised	30	10	12	11	13
Asset Size (Millions)	30	\$60.0	\$74.5	\$74.5	\$86.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	61	\$15,000	\$18,641	\$18,200	\$21,650
Bonus	25	668	1,186	1,080	1,500
Total Compensation	61	15,213	19,128	18,707	22,400
Age	61	32	42	42	48
Years with Present Bank	61	4	8	7	11
Years in Position	61	1	3	2	3
No. of Employees Supervised	60	5	6	6	7
Asset Size (Millions)	61	\$60.0	\$73.9	\$75.0	\$85.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	10	\$19,950	\$26,715	\$25,704	\$30,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	19,950	26,913	25,704	31,160
Age	10	38	48	45	55
Years with Present Bank	10	3	8	6	11
Years in Position	10	2	6	5	6
No. of Employees Supervised	9	1	9	2	3
Asset Size (Millions)	10	\$58.0	\$72.7	\$77.5	\$83.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	11	\$14,950	\$20,360	\$20,520	\$22,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	14,950	20,863	20,520	24,325
Age	11	35	42	40	41
Years with Present Bank	11	1	9	5	9
Years in Position	11	1	3	1	5
No. of Employees Supervised	11	0	1	0	1
Asset Size (Millions)	11	\$56.5	\$72.7	\$73.0	\$84.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	18	\$16,175	\$21,953	\$18,700	\$25,780
Bonus	6	704	2,449	1,200	2,694
Total Compensation	18	17,375	22,770	18,700	25,780
Age	18	32	41	39	49
Years with Present Bank	18	4	10	8	12
Years in Position	18	1	3	3	4
No. of Employees Supervised	18	2	5	4	7
Asset Size (Millions)	18	\$63.0	\$73.9	\$76.0	\$83.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	38	\$26,725	\$31,377	\$30,500	\$35,650
Bonus	18	1,313	3,188	2,788	4,213
Total Compensation	38	27,000	32,887	31,563	35,888
Age	38	36	41	39	47
Years with Present Bank	38	6	11	10	15
Years in Position	38	2	5	4	7
No. of Employees Supervised	37	5	12	8	10
Asset Size (Millions)	38	\$59.5	\$75.9	\$80.0	\$86.5

COMMERCIAL LOAN OFFICER					
Base Salary	44	\$22,200	\$25,104	\$25,000	\$28,500
Bonus	20	850	1,646	1,614	2,325
Total Compensation	44	22,200	26,282	25,614	29,000
Age	44	34	41	40	46
Years with Present Bank	44	2	9	8	12
Years in Position	44	1	3	3	5
No. of Employees Supervised	44	1	3	3	5
Asset Size (Millions)	44	\$60.0	\$75.0	\$78.0	\$86.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	32	\$15,000	\$17,139	\$17,500	\$20,000
Bonus	11	406	1,177	1,250	1,645
Total Compensation	32	15,000	17,544	18,000	20,200
Age	32	28	35	31	40
Years with Present Bank	32	1	6	6	8
Years in Position	32	1	2	1	2
No. of Employees Supervised	32	0	2	1	3
Asset Size (Millions)	32	\$58.0	\$74.0	\$76.0	\$86.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
EDP OFFICER-SR.					
Base Salary	13	\$20,500	\$25,546	\$26,000	\$28,400
Bonus	6	715	1,989	1,528	2,800
Total Compensation	13	20,500	26,464	26,000	28,928
Age	13	35	37	36	39
Years with Present Bank	13	4	8	7	11
Years in Position	13	2	4	4	6
No. of Employees Supervised	13	6	11	11	12
Asset Size (Millions)	13	\$57.0	\$69.6	\$69.0	\$76.0

FINANCIAL OFFICER-SR.					
Base Salary	37	\$22,200	\$26,320	\$25,800	\$29,850
Bonus	18	764	1,974	1,597	2,725
Total Compensation	37	22,788	27,281	26,910	31,561
Age	37	37	43	42	47
Years with Present Bank	37	6	13	13	18
Years in Position	37	2	4	3	5
No. of Employees Supervised	37	3	10	4	7
Asset Size (Millions)	37	\$59.0	\$73.6	\$78.0	\$85.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	31	\$12,000	\$14,452	\$14,000	\$16,900
Bonus	13	454	809	600	963
Total Compensation	31	12,240	14,791	14,000	17,139
Age	31	30	38	34	43
Years with Present Bank	31	2	5	4	8
Years in Position	31	1	3	2	4
No. of Employees Supervised	31	0	2	1	2
Asset Size (Millions)	31	\$60.0	\$73.6	\$72.0	\$86.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	52	\$19,390	\$23,243	\$23,000	\$26,750
Bonus	26	710	1,489	1,281	1,736
Total Compensation	52	19,792	23,987	23,638	27,500
Age	52	36	42	41	46
Years with Present Bank	52	5	10	10	12
Years in Position	52	2	6	5	9
No. of Employees Supervised	51	4	7	6	10
Asset Size (Millions)	52	\$60.0	\$74.6	\$78.0	\$85.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER					
Base Salary	53	\$14,504	\$17,852	\$17,000	\$18,160
Bonus	23	519	1,079	900	1,238
Total Compensation	53	14,670	18,320	17,500	18,706
Age	53	33	42	40	48
Years with Present Bank	53	5	12	10	14
Years in Position	53	2	5	4	7
No. of Employees Supervised	53	0	2	0	3
Asset Size (Millions)	53	\$62.0	\$76.2	\$78.0	\$87.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	47	\$14,850	\$18,412	\$17,500	\$21,500
Bonus	17	332	1,017	1,200	1,538
Total Compensation	47	14,850	18,780	18,000	22,000
Age	47	31	40	42	46
Years with Present Bank	47	4	9	7	14
Years in Position	47	1	4	3	5
No. of Employees Supervised	47	0	1	1	1
Asset Size (Millions)	47	\$60.5	\$75.7	\$78.0	\$87.5

LOAN REVIEW OFFICER					
Base Salary	19	\$13,450	\$20,943	\$21,200	\$24,770
Bonus	7	75	741	575	1,234
Total Compensation	19	13,646	21,215	21,540	24,795
Age	19	32	39	38	43
Years with Present Bank	19	5	11	11	13
Years in Position	19	1	3	2	4
No. of Employees Supervised	19	0	4	2	5
Asset Size (Millions)	19	\$59.0	\$76.2	\$80.0	\$88.5

MARKETING DIRECTOR					
Base Salary	20	\$15,300	\$20,306	\$20,050	\$25,000
Bonus	8	482	918	824	990
Total Compensation	20	15,300	20,673	20,888	25,000
Age	20	33	38	35	41
Years with Present Bank	20	2	9	6	11
Years in Position	20	1	4	3	5
No. of Employees Supervised	20	0	6	1	1
Asset Size (Millions)	20	\$73.0	\$81.6	\$83.0	\$90.0

GEOGRAPHIC REGION: 3

ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	16	\$16,500	\$24,701	\$25,750	\$30,000
Bonus	7	463	1,286	1,275	1,400
Total Compensation	16	17,325	25,263	25,800	31,000
Age	16	44	48	49	55
Years with Present Bank	16	3	15	15	24
Years in Position	16	3	5	5	6
No. of Employees Supervised	16	1	3	3	4
Asset Size (Millions)	16	\$68.0	\$77.1	\$78.0	\$85.0

MORTGAGE LOAN OFFICER					
Base Salary	15	\$17,350	\$22,339	\$20,600	\$27,790
Bonus	6	513	1,561	1,325	2,219
Total Compensation	15	17,763	22,963	20,600	28,850
Age	15	34	45	46	54
Years with Present Bank	15	2	10	7	13
Years in Position	15	2	5	3	6
No. of Employees Supervised	15	0	1	1	2
Asset Size (Millions)	15	\$59.0	\$73.5	\$77.0	\$83.0

NEW ACCOUNTS OFFICER					
Base Salary	32	\$12,300	\$14,226	\$13,650	\$16,500
Bonus	17	525	1,043	844	1,390
Total Compensation	32	12,400	14,780	14,175	16,700
Age	32	33	45	46	55
Years with Present Bank	32	7	15	12	22
Years in Position	32	1	4	3	5
No. of Employees Supervised	32	2	4	3	5
Asset Size (Millions)	32	\$58.0	\$73.1	\$74.5	\$85.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	11	\$10,190	\$11,971	\$12,000	\$13,100
Bonus		INSUFFICIENT DATA			
Total Compensation	11	10,198	11,977	12,000	13,100
Age	11	23	25	24	26
Years with Present Bank	11	1	1	1	1
Years in Position	11	0	1	1	1
No. of Employees Supervised	11	0	0	0	0
Asset Size (Millions)	11	\$60.0	\$77.5	\$79.0	\$89.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	62	\$19,625	\$24,190	\$24,000	\$28,374
Bonus	24	790	1,682	1,614	2,326
Total Compensation	62	19,960	24,841	24,000	29,375
Age	62	33	41	40	46
Years with Present Bank	62	6	13	10	17
Years in Position	62	1	5	3	7
No. of Employees Supervised	61	16	32	29	42
Asset Size (Millions)	62	\$60.0	\$74.9	\$77.5	\$86.5

PERSONNEL OFFICER-SR.					
Base Salary	42	\$16,000	\$19,000	\$18,750	\$21,250
Bonus	17	596	1,002	910	1,475
Total Compensation	42	16,378	19,406	18,974	22,200
Age	42	36	45	45	53
Years with Present Bank	42	5	12	10	18
Years in Position	42	2	4	3	5
No. of Employees Supervised	41	0	4	1	2
Asset Size (Millions)	42	\$60.0	\$75.8	\$79.0	\$86.5

SECURITY OFFICER-SR.					
Base Salary	19	\$13,800	\$16,801	\$16,500	\$19,020
Bonus	7	38	733	650	1,042
Total Compensation	19	13,905	17,070	16,500	19,745
Age	19	36	45	46	53
Years with Present Bank	19	4	11	8	16
Years in Position	19	1	3	2	4
No. of Employees Supervised	19	0	2	1	3
Asset Size (Millions)	19	\$63.5	\$80.3	\$86.0	\$90.5

TRAINING DIRECTOR					
Base Salary	6	\$12,150	\$14,967	\$14,750	\$15,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,172	15,065	14,750	15,522
Age	6	26	31	29	34
Years with Present Bank	6	2	4	3	4
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	2	1	3
Asset Size (Millions)	6	\$53.0	\$65.0	\$65.5	\$72.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	29	\$24,400	\$28,695	\$29,000	\$31,250
Bonus	11	1,253	2,058	1,676	2,953
Total Compensation	29	24,875	29,476	29,280	32,525
Age	29	39	45	43	50
Years with Present Bank	29	5	10	10	15
Years in Position	29	3	6	5	9
No. of Employees Supervised	29	2	4	4	6
Asset Size (Millions)	29	\$69.0	\$78.4	\$80.0	\$88.0

TRUST OPERATIONS MANAGER					
Base Salary	18	\$12,650	\$16,764	\$15,950	\$19,150
Bonus	8	500	1,090	1,106	1,250
Total Compensation	18	12,900	17,249	16,575	19,800
Age	18	38	45	46	52
Years with Present Bank	18	7	12	10	16
Years in Position	18	2	5	4	7
No. of Employees Supervised	18	1	2	1	4
Asset Size (Millions)	18	\$66.5	\$79.7	\$83.0	\$89.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$100 TO \$249 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 75 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

International Banking Officer-Sr.

GEOGRAPHIC REGION: 3
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	72	\$57,900	\$70,087	\$68,176	\$80,000
Bonus	35	5,694	12,747	8,500	16,500
Total Compensation	72	59,000	76,284	72,050	86,800
Age	72	46	51	54	58
Years with Present Bank	72	7	17	15	23
Years in Position	72	4	8	7	10
No. of Employees Supervised	71	115	162	164	213
Asset Size (Millions)	72	\$118.0	\$143.7	\$140.0	\$164.0

ADVERTISING OFFICER					
Base Salary	21	\$19,180	\$22,655	\$21,500	\$27,000
Bonus	7	252	1,566	1,500	1,982
Total Compensation	21	19,180	23,177	21,500	27,250
Age	21	33	41	38	47
Years with Present Bank	21	2	11	8	13
Years in Position	21	1	4	2	3
No. of Employees Supervised	21	1	8	1	3
Asset Size (Millions)	21	\$117.5	\$151.0	\$150.0	\$176.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	31	\$25,750	\$34,281	\$30,000	\$43,300
Bonus	12	1,100	2,825	2,291	3,270
Total Compensation	31	26,150	35,374	31,350	44,735
Age	31	39	46	47	51
Years with Present Bank	31	5	13	11	20
Years in Position	31	2	6	5	9
No. of Employees Supervised	29	1	19	3	11
Asset Size (Millions)	31	\$123.5	\$150.7	\$150.0	\$177.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	35	\$28,750	\$37,366	\$37,785	\$46,050
Bonus	12	1,840	4,092	3,909	4,900
Total Compensation	35	28,750	38,770	41,623	48,170
Age	35	39	46	46	53
Years with Present Bank	35	5	11	10	16
Years in Position	35	1	4	3	6
No. of Employees Supervised	35	36	92	85	133
Asset Size (Millions)	35	\$119.0	\$149.9	\$145.0	\$172.5

GEOGRAPHIC REGION: 3

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE (31+)					
Base Salary	15	\$26,583	\$32,492	\$32,400	\$38,400
Bonus	5	1,513	2,585	2,500	2,767
Total Compensation	15	27,645	33,354	33,500	38,400
Age	15	33	41	40	45
Years with Present Bank	15	5	13	13	18
Years in Position	15	1	5	3	5
No. of Employees Supervised	15	19	44	31	51
Asset Size (Millions)	15	\$127.5	\$148.4	\$142.0	\$167.0

BRANCH MANAGER-MEDIUM (10-30)					
Base Salary	41	\$20,488	\$24,208	\$24,100	\$27,153
Bonus	16	1,025	1,641	1,490	2,000
Total Compensation	41	21,363	24,848	24,326	28,397
Age	41	34	41	38	44
Years with Present Bank	41	3	10	8	11
Years in Position	41	2	4	3	5
No. of Employees Supervised	41	11	15	14	16
Asset Size (Millions)	41	\$119.0	\$147.1	\$138.0	\$172.5

BRANCH MANAGER-SMALL (-10)					
Base Salary	56	\$17,000	\$19,574	\$19,020	\$21,007
Bonus	19	461	1,107	770	1,308
Total Compensation	56	17,086	19,950	19,537	21,770
Age	56	34	41	41	45
Years with Present Bank	56	3	9	9	13
Years in Position	56	1	3	2	4
No. of Employees Supervised	55	5	7	7	8
Asset Size (Millions)	56	\$114.0	\$142.0	\$135.5	\$166.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	23	\$20,390	\$27,191	\$25,000	\$30,750
Bonus	9	1,094	1,586	1,332	2,061
Total Compensation	23	21,197	27,812	25,080	31,461
Age	23	35	46	46	56
Years with Present Bank	23	3	11	9	16
Years in Position	23	1	4	3	4
No. of Employees Supervised	22	1	3	1	4
Asset Size (Millions)	23	\$104.0	\$146.5	\$155.0	\$176.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	17	\$13,500	\$18,193	\$16,600	\$20,250
Bonus	13	660	1,589	1,155	1,944
Total Compensation	17	13,937	19,408	18,260	23,000
Age	15	32	46	45	58
Years with Present Bank	17	4	8	5	7
Years in Position	17	2	3	3	4
No. of Employees Supervised	17	0	1	0	1
Asset Size (Millions)	17	\$121.5	\$146.6	\$145.0	\$166.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	31	\$15,450	\$21,677	\$18,500	\$25,300
Bonus	14	617	1,484	1,100	1,675
Total Compensation	31	16,000	22,347	19,468	26,450
Age	31	28	36	36	42
Years with Present Bank	31	2	7	4	10
Years in Position	31	1	3	2	3
No. of Employees Supervised	30	2	5	5	5
Asset Size (Millions)	31	\$106.5	\$144.3	\$142.0	\$167.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	60	\$29,799	\$35,460	\$35,500	\$40,000
Bonus	28	1,560	3,181	2,896	4,000
Total Compensation	60	30,065	36,945	36,950	44,372
Age	60	37	43	43	46
Years with Present Bank	60	4	11	11	16
Years in Position	60	1	4	4	7
No. of Employees Supervised	59	5	12	8	14
Asset Size (Millions)	60	\$117.0	\$145.7	\$142.0	\$170.0

COMMERCIAL LOAN OFFICER					
Base Salary	62	\$22,350	\$26,438	\$26,814	\$29,000
Bonus	25	854	2,046	2,000	2,958
Total Compensation	62	22,907	27,263	27,000	29,714
Age	62	33	40	39	47
Years with Present Bank	62	4	9	8	12
Years in Position	62	2	4	3	6
No. of Employees Supervised	61	0	4	2	6
Asset Size (Millions)	62	\$117.5	\$144.0	\$140.0	\$165.0

GEOGRAPHIC REGION: 3

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	37	\$15,350	\$18,350	\$18,500	\$21,000
Bonus	14	461	893	703	1,158
Total Compensation	37	15,450	18,688	19,040	21,188
Age	37	28	34	32	36
Years with Present Bank	37	2	5	3	6
Years in Position	37	1	2	1	2
No. of Employees Supervised	37	0	1	0	1
Asset Size (Millions)	37	\$118.5	\$148.6	\$144.0	\$172.5

CORRESPONDENT BANK OFFICER-SR.					
Base Salary	11	\$24,100	\$32,318	\$31,000	\$37,250
Bonus	6	530	1,477	1,250	1,750
Total Compensation	11	24,290	33,124	31,000	38,900
Age	11	33	47	51	58
Years with Present Bank	11	3	14	10	18
Years in Position	11	1	7	5	10
No. of Employees Supervised	11	1	7	2	10
Asset Size (Millions)	11	\$110.5	\$161.6	\$175.0	\$182.0

EDP OFFICER-SR.					
Base Salary	25	\$22,740	\$29,806	\$29,100	\$35,000
Bonus	11	1,213	2,369	1,662	3,334
Total Compensation	25	24,170	30,848	29,100	35,000
Age	25	33	37	35	42
Years with Present Bank	25	3	8	7	10
Years in Position	25	2	5	4	6
No. of Employees Supervised	25	11	18	14	23
Asset Size (Millions)	25	\$118.5	\$150.6	\$145.0	\$177.0

FINANCIAL OFFICER-SR.					
Base Salary	56	\$23,698	\$30,144	\$28,500	\$35,200
Bonus	28	1,300	2,800	2,451	3,500
Total Compensation	56	24,000	31,544	29,419	38,064
Age	56	35	44	46	54
Years with Present Bank	56	8	12	10	17
Years in Position	56	1	5	4	8
No. of Employees Supervised	55	3	13	5	9
Asset Size (Millions)	56	\$119.0	\$146.1	\$143.0	\$175.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	42	\$13,350	\$16,842	\$16,414	\$19,800
Bonus	17	542	1,100	885	1,400
Total Compensation	42	13,734	17,287	16,500	20,247
Age	42	31	39	36	44
Years with Present Bank	42	3	8	7	10
Years in Position	42	1	3	3	4
No. of Employees Supervised	41	2	4	4	5
Asset Size (Millions)	42	\$118.5	\$143.2	\$139.0	\$164.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	62	\$20,850	\$26,888	\$26,950	\$31,600
Bonus	30	553	1,767	1,694	2,474
Total Compensation	62	21,425	27,743	27,681	32,502
Age	62	37	44	44	51
Years with Present Bank	62	5	11	10	15
Years in Position	62	1	6	4	8
No. of Employees Supervised	61	5	11	8	13
Asset Size (Millions)	62	\$117.5	\$144.1	\$140.0	\$172.5

INSTALMENT LOAN OFFICER					
Base Salary	60	\$15,000	\$18,395	\$17,150	\$21,000
Bonus	25	557	1,223	1,200	1,600
Total Compensation	60	15,775	18,904	17,400	21,500
Age	60	32	40	40	46
Years with Present Bank	60	5	9	8	12
Years in Position	60	2	4	3	7
No. of Employees Supervised	59	0	4	2	7
Asset Size (Millions)	60	\$116.0	\$140.4	\$138.0	\$162.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	59	\$18,550	\$21,664	\$21,315	\$25,000
Bonus	28	847	1,561	1,525	2,131
Total Compensation	59	18,706	22,405	22,868	25,250
Age	59	32	40	36	46
Years with Present Bank	59	2	7	5	11
Years in Position	59	1	4	3	6
No. of Employees Supervised	58	1	2	2	3
Asset Size (Millions)	59	\$117.5	\$142.3	\$136.0	\$161.5

GEOGRAPHIC REGION: 3

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	16	\$21,000	\$26,625	\$25,700	\$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	16	21,820	27,243	25,700	30,000
Age	16	30	43	43	56
Years with Present Bank	16	2	9	8	11
Years in Position	16	1	3	2	3
No. of Employees Supervised	16	1	5	4	6
Asset Size (Millions)	16	\$108.0	\$136.6	\$133.0	\$162.0

MARKETING DIRECTOR					
Base Salary	24	\$16,920	\$20,352	\$18,950	\$23,500
Bonus	6	715	1,464	1,500	1,727
Total Compensation	24	17,000	20,718	19,559	23,500
Age	24	31	42	43	47
Years with Present Bank	24	3	7	5	9
Years in Position	24	1	3	3	4
No. of Employees Supervised	23	0	2	2	4
Asset Size (Millions)	24	\$106.0	\$135.9	\$132.0	\$162.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	38	\$22,650	\$29,013	\$27,675	\$34,000
Bonus	15	725	2,320	1,500	4,250
Total Compensation	38	23,343	29,929	27,820	34,496
Age	37	34	42	40	49
Years with Present Bank	37	6	12	10	16
Years in Position	37	2	5	4	7
No. of Employees Supervised	37	3	5	4	6
Asset Size (Millions)	38	\$119.0	\$146.5	\$143.0	\$165.0

MORTGAGE LOAN OFFICER					
Base Salary	27	\$16,700	\$21,361	\$20,160	\$25,000
Bonus	10	312	1,316	1,000	1,670
Total Compensation	27	16,900	21,848	20,191	25,975
Age	27	33	39	37	43
Years with Present Bank	27	3	9	7	12
Years in Position	27	2	4	3	6
No. of Employees Supervised	27	1	2	2	3
Asset Size (Millions)	27	\$116.5	\$147.9	\$150.0	\$175.5

GEOGRAPHIC REGION: 3
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER-JR.					
Base Salary	16	\$14,500	\$16,743	\$16,150	\$18,000
Bonus	8	440	1,030	823	1,350
Total Compensation	16	14,500	17,258	17,425	18,968
Age	16	31	40	37	51
Years with Present Bank	16	5	9	8	12
Years in Position	16	1	3	2	3
No. of Employees Supervised	16	0	2	0	3
Asset Size (Millions)	16	\$127.0	\$157.0	\$153.5	\$176.0

NEW ACCOUNTS OFFICER					
Base Salary	42	\$13,000	\$15,341	\$14,616	\$16,517
Bonus	22	487	1,107	1,000	1,387
Total Compensation	42	13,000	15,921	15,062	17,360
Age	42	33	42	42	50
Years with Present Bank	42	4	13	13	19
Years in Position	42	1	3	2	3
No. of Employees Supervised	41	3	7	6	8
Asset Size (Millions)	42	\$111.5	\$140.7	\$141.0	\$161.5

OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	6	\$11,850	\$13,567	\$13,250	\$14,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,900	13,664	13,250	14,500
Age	6	25	25	25	25
Years with Present Bank	6	0	1	1	1
Years in Position	6	0	1	1	1
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	\$142.0	\$168.8	\$177.5	\$179.5

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	24	\$10,200	\$11,985	\$12,100	\$13,000
Bonus	5	412	725	500	750
Total Compensation	24	10,200	12,136	12,100	13,250
Age	24	23	25	25	26
Years with Present Bank	24	1	1	1	2
Years in Position	24	0	1	1	1
No. of Employees Supervised	23	0	0	0	0
Asset Size (Millions)	24	\$125.0	\$146.1	\$139.0	\$164.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	67	\$24,500	\$31,456	\$32,000	\$37,500
Bonus	28	1,050	2,985	2,593	4,000
Total Compensation	67	24,788	32,703	32,000	38,283
Age	68	36	43	40	50
Years with Present Bank	68	4	11	9	18
Years in Position	68	1	5	4	7
No. of Employees Supervised	65	27	52	48	67
Asset Size (Millions)	68	\$118.0	\$142.9	\$140.0	\$164.0

PERSONNEL OFFICER-SR.					
Base Salary	68	\$17,500	\$22,131	\$20,500	\$25,500
Bonus	23	698	1,850	1,662	2,284
Total Compensation	68	18,000	22,756	21,147	26,000
Age	67	35	45	44	53
Years with Present Bank	67	4	10	8	15
Years in Position	67	2	5	4	7
No. of Employees Supervised	66	1	18	2	4
Asset Size (Millions)	68	\$117.0	\$144.0	\$140.0	\$166.0

SECURITY OFFICER-SR.					
Base Salary	30	\$14,900	\$21,071	\$20,400	\$24,083
Bonus	11	625	1,536	1,500	2,025
Total Compensation	30	15,025	21,634	20,400	25,010
Age	29	40	47	48	52
Years with Present Bank	30	4	11	8	13
Years in Position	30	1	4	2	7
No. of Employees Supervised	30	0	5	2	6
Asset Size (Millions)	30	\$119.0	\$143.0	\$144.0	\$163.0

TRAINING DIRECTOR					
Base Salary	14	\$12,145	\$15,491	\$15,125	\$19,000
Bonus		INSUFFICIENT DATA			
Total Compensation	14	12,145	15,518	15,125	19,000
Age	14	31	38	34	42
Years with Present Bank	14	6	10	9	11
Years in Position	14	1	2	1	2
No. of Employees Supervised	14	0	6	0	1
Asset Size (Millions)	14	\$104.0	\$135.5	\$133.0	\$161.5

GEOGRAPHIC REGION: 3

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	48	\$32,500	\$37,762	\$37,100	\$41,200
Bonus	22	1,595	3,056	2,365	3,650
Total Compensation	48	33,475	39,163	38,419	45,000
Age	47	39	48	50	56
Years with Present Bank	48	3	11	8	19
Years in Position	47	2	7	4	11
No. of Employees Supervised	47	3	8	6	11
Asset Size (Millions)	48	\$116.0	\$144.9	\$142.0	\$170.0

TRUST OPERATIONS MANAGER					
Base Salary	36	\$14,820	\$18,803	\$16,875	\$20,460
Bonus	14	518	1,310	1,217	1,500
Total Compensation	36	14,820	19,313	17,521	21,074
Age	36	33	44	46	52
Years with Present Bank	36	3	10	8	16
Years in Position	36	1	3	2	4
No. of Employees Supervised	35	2	4	4	6
Asset Size (Millions)	36	\$117.0	\$147.3	\$145.0	\$177.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$250 TO \$499 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 15 banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Business Development Officer
International Banking Officer-Sr.

Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 3

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	15	\$79,355	\$95,631	\$95,000	\$114,000
Bonus	5	5,185	26,774	24,000	28,250
Total Compensation	15	79,355	104,555	106,000	120,000
Age	15	49	54	56	58
Years with Present Bank	15	7	14	10	21
Years in Position	15	1	7	7	9
No. of Employees Supervised	15	237	382	411	492
Asset Size (Millions)	15	\$288.0	\$335.1	\$304.0	\$381.5

BANK INVESTMENT OFFICER-SR.

Base Salary	9	\$27,300	\$33,978	\$32,000	\$40,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	27,772	35,183	32,000	44,250
Age	9	34	44	41	50
Years with Present Bank	9	7	17	8	23
Years in Position	9	2	6	7	8
No. of Employees Supervised	9	1	3	3	4
Asset Size (Millions)	9	\$273.0	\$341.8	\$357.0	\$381.5

BRANCH ADMINISTRATION OFFICER-SR.

Base Salary	13	\$35,450	\$43,837	\$41,775	\$47,750
Bonus	6	1,743	8,059	4,084	10,334
Total Compensation	13	36,098	47,556	41,775	47,750
Age	13	37	42	41	48
Years with Present Bank	13	3	9	7	10
Years in Position	13	2	4	3	5
No. of Employees Supervised	13	31	132	110	184
Asset Size (Millions)	13	\$288.0	\$340.3	\$305.0	\$381.5

BRANCH MANAGER-LARGE(31+)

Base Salary	7	\$26,850	\$35,043	\$28,600	\$37,500
Bonus		INSUFFICIENT DATA			
Total Compensation	7	27,942	37,335	32,500	37,500
Age	7	39	47	50	51
Years with Present Bank	7	2	10	9	14
Years in Position	7	1	5	4	8
No. of Employees Supervised	7	22	63	33	39
Asset Size (Millions)	7	\$302.0	\$383.3	\$399.0	\$425.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	14	\$22,389	\$25,561	\$25,500	\$26,800
Bonus	5	1,410	3,094	2,250	2,925
Total Compensation	14	22,389	26,666	26,658	27,642
Age	14	37	45	42	50
Years with Present Bank	14	4	10	7	12
Years in Position	14	1	3	2	4
No. of Employees Supervised	14	10	17	15	23
Asset Size (Millions)	14	\$288.0	\$337.4	\$302.0	\$381.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	14	\$17,025	\$20,704	\$20,350	\$22,100
Bonus	5	1,039	1,565	1,350	1,425
Total Compensation	14	17,675	21,263	20,350	22,114
Age	14	33	39	39	42
Years with Present Bank	14	4	8	8	11
Years in Position	14	1	4	3	5
No. of Employees Supervised	14	6	7	7	9
Asset Size (Millions)	14	\$288.0	\$337.4	\$302.0	\$381.5

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	7	\$25,250	\$29,774	\$30,000	\$31,500
Bonus		INSUFFICIENT DATA			
Total Compensation	7	25,250	30,643	30,972	32,305
Age	7	36	48	43	57
Years with Present Bank	7	2	10	7	15
Years in Position	7	1	4	2	5
No. of Employees Supervised	7	0	1	0	2
Asset Size (Millions)	7	\$300.0	\$374.3	\$399.0	\$425.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	13	\$19,900	\$26,842	\$22,700	\$28,000
Bonus		INSUFFICIENT DATA			
Total Compensation	13	20,000	27,291	23,593	28,000
Age	13	32	37	32	34
Years with Present Bank	13	4	9	8	11
Years in Position	13	2	4	3	4
No. of Employees Supervised	13	4	7	5	10
Asset Size (Millions)	13	\$292.0	\$341.5	\$305.0	\$381.5

GEOGRAPHIC REGION: 3

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	14	\$30,893	\$38,649	\$39,250	\$43,000
Bonus		INSUFFICIENT DATA			
Total Compensation	14	30,893	40,441	39,250	46,400
Age	14	33	40	41	43
Years with Present Bank	14	2	7	8	9
Years in Position	14	1	3	2	3
No. of Employees Supervised	14	8	21	20	23
Asset Size (Millions)	14	\$292.0	\$340.8	\$304.5	\$381.5

COMMERCIAL LOAN OFFICER

Base Salary	15	\$24,000	\$27,881	\$27,000	\$31,150
Bonus	5	1,198	1,674	1,585	1,653
Total Compensation	15	24,555	28,439	27,000	31,598
Age	15	33	40	41	45
Years with Present Bank	15	3	8	7	13
Years in Position	15	3	4	4	5
No. of Employees Supervised	15	0	6	0	2
Asset Size (Millions)	15	\$288.0	\$335.1	\$304.0	\$381.5

COMMERCIAL LOAN OFFICER-JR.

Base Salary	14	\$15,484	\$18,298	\$16,950	\$20,750
Bonus		INSUFFICIENT DATA			
Total Compensation	14	15,484	18,612	17,585	20,750
Age	14	27	31	31	34
Years with Present Bank	14	3	6	5	8
Years in Position	14	1	2	2	3
No. of Employees Supervised	14	0	2	0	1
Asset Size (Millions)	14	\$288.0	\$333.1	\$301.5	\$378.0

CORRESPONDENT BANK OFFICER-SR.

Base Salary	6	\$24,167	\$33,739	\$32,700	\$34,100
Bonus		INSUFFICIENT DATA			
Total Compensation	6	24,734	34,403	32,700	35,525
Age	6	37	43	43	47
Years with Present Bank	6	3	8	8	12
Years in Position	6	1	4	4	5
No. of Employees Supervised	6	1	2	2	3
Asset Size (Millions)	6	\$281.0	\$345.2	\$331.0	\$378.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
EDP OFFICER-SR.					
Base Salary	9	\$22,200	\$31,211	\$26,500	\$34,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	22,200	33,174	26,500	34,500
Age	9	32	39	37	40
Years with Present Bank	9	2	8	5	10
Years in Position	9	1	2	2	3
No. of Employees Supervised	9	16	44	33	43
Asset Size (Millions)	9	\$301.5	\$355.9	\$357.0	\$383.0

FINANCIAL OFFICER-SR.					
Base Salary	15	\$29,110	\$37,385	\$35,000	\$43,000
Bonus	6	1,713	6,538	4,250	8,150
Total Compensation	15	30,277	40,000	35,000	45,550
Age	15	34	43	41	49
Years with Present Bank	15	5	12	11	14
Years in Position	15	1	5	3	8
No. of Employees Supervised	15	3	11	9	16
Asset Size (Millions)	15	\$288.0	\$335.1	\$304.0	\$381.5

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	10	\$14,000	\$17,174	\$17,220	\$19,250
Bonus		INSUFFICIENT DATA			
Total Compensation	10	14,000	17,360	17,220	19,570
Age	10	35	42	44	47
Years with Present Bank	10	3	6	5	8
Years in Position	10	1	2	3	3
No. of Employees Supervised	10	2	8	10	11
Asset Size (Millions)	10	\$273.0	\$341.6	\$301.5	\$400.5

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	12	\$24,686	\$34,073	\$32,000	\$36,670
Bonus		INSUFFICIENT DATA			
Total Compensation	12	24,686	36,059	32,500	36,670
Age	12	39	46	44	49
Years with Present Bank	12	7	15	10	22
Years in Position	12	3	7	5	7
No. of Employees Supervised	12	6	24	13	24
Asset Size (Millions)	12	\$296.0	\$345.8	\$304.5	\$399.0

GEOGRAPHIC REGION: 3

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER					
Base Salary	12	\$15,700	\$17,011	\$17,355	\$18,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,700	17,449	17,355	19,500
Age	12	34	39	37	46
Years with Present Bank	12	2	8	7	12
Years in Position	12	1	3	2	3
No. of Employees Supervised	12	0	3	1	4
Asset Size (Millions)	12	\$297.0	\$352.1	\$331.0	\$399.0

INTERNAL AUDITING OFFICER-SR.

Base Salary	12	\$24,000	\$27,983	\$27,000	\$28,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	24,000	28,982	27,923	30,333
Age	12	34	43	40	47
Years with Present Bank	12	4	10	9	14
Years in Position	12	2	6	4	9
No. of Employees Supervised	12	4	6	6	8
Asset Size (Millions)	12	\$288.0	\$336.0	\$304.5	\$364.0

LOAN REVIEW OFFICER

Base Salary	7	\$17,830	\$24,294	\$23,000	\$27,700
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,530	25,145	23,000	28,563
Age	7	29	41	40	49
Years with Present Bank	7	2	7	6	9
Years in Position	7	1	2	2	3
No. of Employees Supervised	7	0	2	0	4
Asset Size (Millions)	7	\$277.0	\$340.1	\$305.0	\$379.5

MARKETING DIRECTOR

Base Salary	11	\$26,250	\$29,209	\$30,000	\$31,900
Bonus		INSUFFICIENT DATA			
Total Compensation	11	27,400	29,895	30,500	32,213
Age	11	34	41	40	44
Years with Present Bank	11	1	8	7	13
Years in Position	11	1	2	1	3
No. of Employees Supervised	11	2	4	3	5
Asset Size (Millions)	11	\$273.0	\$334.5	\$305.0	\$381.5

GEOGRAPHIC REGION: 3

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	11	\$25,000	\$31,115	\$27,300	\$33,750
Bonus	5	1,406	3,066	2,917	3,759
Total Compensation	11	25,250	32,508	28,352	36,450
Age	11	36	46	45	55
Years with Present Bank	11	2	6	5	9
Years in Position	11	1	4	3	5
No. of Employees Supervised	11	2	4	4	6
Asset Size (Millions)	11	\$273.0	\$338.6	\$305.0	\$381.5

MORTGAGE LOAN OFFICER					
Base Salary	9	\$17,209	\$20,881	\$20,500	\$23,406
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,433	21,199	20,500	23,406
Age	9	32	39	38	40
Years with Present Bank	9	2	10	8	12
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	\$273.0	\$314.2	\$304.0	\$331.0

NEW ACCOUNTS OFFICER					
Base Salary	7	\$12,268	\$14,188	\$14,500	\$15,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	12,658	14,663	14,500	15,824
Age	7	37	45	43	50
Years with Present Bank	7	4	14	12	21
Years in Position	7	1	3	1	3
No. of Employees Supervised	7	0	6	7	9
Asset Size (Millions)	7	\$296.5	\$338.4	\$304.0	\$353.5

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	10	\$12,200	\$13,330	\$12,800	\$13,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	12,500	14,330	13,000	14,150
Age	10	24	29	26	28
Years with Present Bank	10	0	1	1	2
Years in Position	10	0	1	1	1
No. of Employees Supervised	10	0	0	0	0
Asset Size (Millions)	10	\$292.5	\$341.7	\$331.0	\$381.5

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	14	\$27,500	\$32,522	\$32,250	\$35,500
Bonus		INSUFFICIENT DATA			
Total Compensation	14	28,500	34,016	32,250	36,710
Age	14	37	42	39	45
Years with Present Bank	14	3	11	11	15
Years in Position	14	1	4	2	5
No. of Employees Supervised	14	46	88	87	121
Asset Size (Millions)	14	\$288.0	\$327.1	\$301.5	\$360.5

PERSONNEL OFFICER-SR.					
Base Salary	15	\$21,220	\$26,552	\$26,400	\$30,850
Bonus	5	1,142	2,897	1,500	1,850
Total Compensation	15	21,845	27,517	27,000	32,317
Age	15	37	44	46	49
Years with Present Bank	15	3	12	11	19
Years in Position	15	1	5	4	9
No. of Employees Supervised	15	3	7	6	9
Asset Size (Millions)	15	\$288.0	\$335.1	\$304.0	\$381.5

SECURITY OFFICER-SR.					
Base Salary	11	\$19,500	\$23,095	\$23,200	\$25,622
Bonus		INSUFFICIENT DATA			
Total Compensation	11	20,000	23,425	23,200	26,072
Age	11	36	45	46	52
Years with Present Bank	11	2	8	5	9
Years in Position	11	1	3	3	5
No. of Employees Supervised	11	0	7	1	12
Asset Size (Millions)	11	\$288.0	\$337.6	\$304.0	\$383.0

TRAINING DIRECTOR					
Base Salary	7	\$13,100	\$18,557	\$16,000	\$21,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,100	18,702	17,015	21,250
Age	7	29	36	34	39
Years with Present Bank	7	1	5	4	5
Years in Position	7	1	1	2	2
No. of Employees Supervised	7	0	2	0	2
Asset Size (Millions)	7	\$292.0	\$351.3	\$357.0	\$383.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	12	\$37,400	\$46,717	\$47,000	\$52,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	37,400	47,865	50,375	53,000
Age	12	42	48	45	53
Years with Present Bank	12	5	12	8	17
Years in Position	12	2	5	4	6
No. of Employees Supervised	12	16	23	21	26
Asset Size (Millions)	12	\$288.0	\$344.6	\$331.0	\$399.0

TRUST OPERATIONS MANAGER					
Base Salary	12	\$16,200	\$21,223	\$20,598	\$25,300
Bonus		INSUFFICIENT DATA			
Total Compensation	12	16,200	21,409	21,432	25,300
Age	12	34	42	41	47
Years with Present Bank	12	3	11	10	15
Years in Position	12	1	3	3	3
No. of Employees Supervised	12	5	9	6	7
Asset Size (Millions)	12	\$288.0	\$344.6	\$331.0	\$399.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$500 TO \$999 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 13 banks were in the \$500 to \$999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	12	\$90,000	\$117,968	\$117,440	\$125,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	93,300	122,959	117,440	125,000
Age	12	51	55	55	55
Years with Present Bank	12	10	18	19	25
Years in Position	12	3	5	4	7
No. of Employees Supervised	12	745	835	832	918
Asset Size (Millions)	12	\$551.0	\$673.1	\$666.0	\$730.0

ADVERTISING OFFICER					
Base Salary	8	\$15,900	\$22,974	\$21,810	\$27,300
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,920	23,839	21,810	27,300
Age	8	28	39	39	41
Years with Present Bank	8	2	10	6	8
Years in Position	8	1	5	3	4
No. of Employees Supervised	8	0	3	2	3
Asset Size (Millions)	8	\$544.0	\$659.6	\$666.0	\$715.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	13	\$32,000	\$40,249	\$39,246	\$43,750
Bonus		INSUFFICIENT DATA			
Total Compensation	13	33,636	41,116	41,028	46,613
Age	13	40	44	41	46
Years with Present Bank	13	12	16	14	17
Years in Position	13	2	7	5	9
No. of Employees Supervised	13	5	9	8	11
Asset Size (Millions)	13	\$564.5	\$672.5	\$666.0	\$722.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	11	\$42,000	\$55,687	\$52,045	\$60,500
Bonus	5	1,559	4,783	4,150	5,825
Total Compensation	11	42,375	57,861	54,412	68,750
Age	11	39	47	50	54
Years with Present Bank	11	9	22	20	34
Years in Position	11	1	4	2	6
No. of Employees Supervised	11	255	478	399	638
Asset Size (Millions)	11	\$589.0	\$699.5	\$667.0	\$770.5

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	9	\$22,750	\$30,192	\$26,070	\$34,650
Bonus		INSUFFICIENT DATA			
Total Compensation	9	23,149	30,581	26,070	34,650
Age	9	32	44	44	50
Years with Present Bank	9	9	12	10	14
Years in Position	9	1	3	2	3
No. of Employees Supervised	8	32	50	41	57
Asset Size (Millions)	9	\$589.0	\$683.7	\$666.0	\$691.0

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	12	\$19,484	\$23,179	\$22,900	\$24,100
Bonus		INSUFFICIENT DATA			
Total Compensation	12	20,347	23,672	22,900	25,413
Age	12	30	38	36	40
Years with Present Bank	12	5	11	11	15
Years in Position	12	1	3	3	4
No. of Employees Supervised	11	13	18	18	22
Asset Size (Millions)	12	\$578.0	\$686.5	\$666.5	\$730.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	12	\$15,500	\$18,796	\$17,566	\$22,100
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,500	19,224	18,847	22,100
Age	12	31	40	39	43
Years with Present Bank	12	5	9	8	10
Years in Position	12	1	2	2	2
No. of Employees Supervised	11	6	8	8	9
Asset Size (Millions)	12	\$578.0	\$686.5	\$666.5	\$730.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	6	\$23,500	\$36,716	\$33,150	\$41,498
Bonus		INSUFFICIENT DATA			
Total Compensation	6	23,500	37,865	35,423	42,673
Age	6	35	47	46	57
Years with Present Bank	6	3	12	15	18
Years in Position	6	1	6	3	6
No. of Employees Supervised	6	1	4	3	5
Asset Size (Millions)	6	\$564.5	\$680.5	\$666.0	\$739.0

GEOGRAPHIC REGION: 3

ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	8	\$15,000	\$24,463	\$24,234	\$26,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,238	25,158	25,112	26,583
Age	8	30	43	40	50
Years with Present Bank	8	2	9	9	14
Years in Position	8	1	3	2	3
No. of Employees Supervised	8	0	2	1	1
Asset Size (Millions)	8	\$666.0	\$731.4	\$722.5	\$811.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	12	\$16,600	\$27,436	\$22,090	\$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	16,600	28,250	23,365	30,000
Age	12	24	34	32	37
Years with Present Bank	12	2	8	4	6
Years in Position	12	1	2	2	2
No. of Employees Supervised	12	5	11	9	13
Asset Size (Millions)	12	\$551.0	\$661.0	\$665.5	\$715.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	11	\$36,625	\$43,398	\$45,000	\$46,600
Bonus		INSUFFICIENT DATA			
Total Compensation	11	40,494	44,541	45,000	46,600
Age	11	36	42	41	43
Years with Present Bank	11	4	11	11	13
Years in Position	11	2	4	4	4
No. of Employees Supervised	11	7	19	22	29
Asset Size (Millions)	11	\$547.5	\$660.5	\$665.0	\$722.5

COMMERCIAL LOAN OFFICER					
Base Salary	12	\$28,000	\$30,879	\$31,050	\$33,700
Bonus		INSUFFICIENT DATA			
Total Compensation	12	30,100	31,476	31,898	33,700
Age	12	33	40	41	43
Years with Present Bank	12	6	12	11	13
Years in Position	12	1	4	3	6
No. of Employees Supervised	12	0	2	2	2
Asset Size (Millions)	12	\$551.0	\$661.0	\$665.5	\$715.0

GEOGRAPHIC REGION: 3

ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	10	\$19,750	\$21,460	\$20,950	\$24,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	20,000	21,800	21,713	24,000
Age	10	28	33	34	35
Years with Present Bank	10	2	5	4	8
Years in Position	10	1	1	1	2
No. of Employees Supervised	10	0	0	0	1
Asset Size (Millions)	10	\$547.5	\$630.2	\$632.5	\$666.5

EDP OFFICER-SR.					
Base Salary	11	\$33,250	\$41,460	\$38,000	\$44,150
Bonus	5	1,292	2,768	3,000	3,077
Total Compensation	11	33,650	42,718	41,154	44,586
Age	11	37	44	44	49
Years with Present Bank	11	8	13	12	16
Years in Position	11	2	6	5	6
No. of Employees Supervised	11	39	72	71	79
Asset Size (Millions)	11	\$547.5	\$666.5	\$666.0	\$722.5

FINANCIAL OFFICER-SR.					
Base Salary	12	\$33,000	\$43,688	\$40,750	\$45,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	33,000	45,419	42,500	45,000
Age	12	34	43	40	46
Years with Present Bank	12	3	10	8	12
Years in Position	12	1	4	3	3
No. of Employees Supervised	12	12	38	20	36
Asset Size (Millions)	12	\$551.0	\$661.0	\$665.5	\$715.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	10	\$14,950	\$20,680	\$20,150	\$21,544
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,147	21,090	20,150	22,398
Age	10	33	43	39	46
Years with Present Bank	10	3	6	6	8
Years in Position	10	1	3	3	3
No. of Employees Supervised	10	8	13	12	14
Asset Size (Millions)	10	\$564.5	\$667.3	\$665.5	\$698.5

GEOGRAPHIC REGION: 3
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	9	\$30,400	\$35,444	\$35,000	\$40,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	30,400	35,911	35,000	41,660
Age	9	43	48	50	54
Years with Present Bank	9	10	16	12	17
Years in Position	9	2	6	5	8
No. of Employees Supervised	9	18	36	26	42
Asset Size (Millions)	9	\$589.0	\$685.8	\$667.0	\$722.5

INSTALMENT LOAN OFFICER					
Base Salary	11	\$16,034	\$20,088	\$19,500	\$21,450
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,000	20,479	19,500	21,450
Age	11	34	40	36	45
Years with Present Bank	11	3	7	9	11
Years in Position	11	2	4	3	6
No. of Employees Supervised	11	0	4	1	7
Asset Size (Millions)	11	\$547.5	\$660.6	\$666.0	\$722.5

INTERNAL AUDITING OFFICER-SR.					
Base Salary	13	\$30,253	\$33,615	\$33,000	\$34,650
Bonus	5	1,036	2,627	2,615	3,058
Total Compensation	13	31,288	34,626	34,115	35,500
Age	13	40	45	44	46
Years with Present Bank	13	8	16	17	22
Years in Position	13	4	7	6	9
No. of Employees Supervised	13	10	14	14	16
Asset Size (Millions)	13	\$564.5	\$672.5	\$666.0	\$722.5

INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	5	\$17,250	\$30,000	\$27,500	\$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,250	30,000	27,500	32,000
Age	5	32	48	50	57
Years with Present Bank	5	5	8	9	10
Years in Position	5	1	4	2	3
No. of Employees Supervised	5	1	6	2	5
Asset Size (Millions)	5	\$632.5	\$728.6	\$667.0	\$739.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	6	\$20,650	\$24,750	\$24,650	\$25,850
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,210	25,620	25,200	26,900
Age	6	30	41	41	50
Years with Present Bank	6	2	13	11	20
Years in Position	6	1	6	4	8
No. of Employees Supervised	6	1	3	2	3
Asset Size (Millions)	6	\$564.5	\$690.2	\$691.0	\$722.5

MARKETING DIRECTOR					
Base Salary	10	\$27,828	\$33,671	\$31,000	\$32,990
Bonus		INSUFFICIENT DATA			
Total Compensation	10	28,578	34,523	32,954	34,078
Age	10	33	40	39	45
Years with Present Bank	10	2	8	9	13
Years in Position	10	1	4	3	4
No. of Employees Supervised	10	3	8	6	8
Asset Size (Millions)	10	\$547.5	\$657.7	\$666.0	\$722.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	10	\$30,850	\$37,806	\$38,350	\$43,380
Bonus		INSUFFICIENT DATA			
Total Compensation	10	30,850	38,378	39,682	43,700
Age	10	33	42	41	46
Years with Present Bank	10	9	15	17	21
Years in Position	10	1	5	4	6
No. of Employees Supervised	10	6	16	14	19
Asset Size (Millions)	10	\$561.0	\$671.6	\$666.5	\$722.5

MORTGAGE LOAN OFFICER					
Base Salary	9	\$18,754	\$25,610	\$25,800	\$28,205
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,175	26,197	25,800	29,405
Age	9	31	42	41	45
Years with Present Bank	9	3	12	5	13
Years in Position	9	2	5	3	4
No. of Employees Supervised	9	0	2	1	2
Asset Size (Millions)	9	\$547.5	\$643.3	\$600.0	\$691.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	\$16,325	\$18,761	\$16,900	\$19,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,325	19,167	17,575	19,000
Age	8	29	36	33	35
Years with Present Bank	8	2	7	5	9
Years in Position	8	1	2	2	3
No. of Employees Supervised	8	0	1	0	1
Asset Size (Millions)	8	\$544.0	\$651.5	\$633.5	\$715.0

NEW ACCOUNTS OFFICER					
Base Salary	7	\$11,480	\$15,496	\$16,710	\$17,350
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,480	15,854	17,000	18,459
Age	7	38	49	50	55
Years with Present Bank	7	4	13	10	15
Years in Position	7	2	4	4	5
No. of Employees Supervised	7	0	4	0	7
Asset Size (Millions)	7	\$528.0	\$632.4	\$600.0	\$691.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	7	\$11,500	\$12,636	\$13,250	\$13,450
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,650	12,809	13,250	13,450
Age	7	24	25	25	27
Years with Present Bank	7	1	2	1	1
Years in Position	7	1	1	1	1
No. of Employees Supervised	7	0	0	0	0
Asset Size (Millions)	7	\$552.0	\$681.7	\$666.0	\$698.5

OPERATIONS OFFICER-SR.					
Base Salary	11	\$31,250	\$39,993	\$39,420	\$44,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	32,641	41,446	43,000	46,000
Age	11	35	42	44	48
Years with Present Bank	11	7	13	12	16
Years in Position	11	2	4	3	4
No. of Employees Supervised	11	68	174	182	224
Asset Size (Millions)	11	\$547.5	\$660.5	\$665.0	\$722.5

GEOGRAPHIC REGION: 3
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER-SR.					
Base Salary	13	\$30,184	\$35,331	\$32,000	\$42,244
Bonus	5	1,051	2,274	2,500	2,537
Total Compensation	13	31,610	36,206	33,573	42,244
Age	13	39	46	50	53
Years with Present Bank	13	6	15	15	18
Years in Position	13	3	6	3	7
No. of Employees Supervised	13	8	13	12	16
Asset Size (Millions)	13	\$564.5	\$672.5	\$666.0	\$722.5

SECURITY OFFICER-SR.					
Base Salary	13	\$19,900	\$25,063	\$22,700	\$28,532
Bonus		INSUFFICIENT DATA			
Total Compensation	13	19,900	25,687	23,013	31,828
Age	13	50	55	52	59
Years with Present Bank	13	2	15	14	26
Years in Position	13	1	5	3	8
No. of Employees Supervised	13	1	6	5	7
Asset Size (Millions)	13	\$564.5	\$672.5	\$666.0	\$722.5

TRAINING DIRECTOR					
Base Salary	10	\$13,100	\$17,820	\$17,142	\$19,347
Bonus		INSUFFICIENT DATA			
Total Compensation	10	13,100	18,097	17,892	19,982
Age	10	26	34	33	38
Years with Present Bank	10	1	5	4	6
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	1	2	1	3
Asset Size (Millions)	10	\$561.0	\$657.7	\$665.5	\$698.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	10	\$44,004	\$51,791	\$50,350	\$57,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	45,747	53,546	50,350	59,000
Age	10	47	52	50	56
Years with Present Bank	10	6	14	16	19
Years in Position	10	3	7	6	10
No. of Employees Supervised	10	18	40	38	53
Asset Size (Millions)	10	\$547.5	\$652.1	\$665.5	\$691.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST OPERATIONS MANAGER					
Base Salary	9	\$22,550	\$27,061	\$24,600	\$26,500
Bonus		INSUFFICIENT DATA			
Total Compensation	9	22,800	27,702	26,000	28,133
Age	9	33	40	39	45
Years with Present Bank	9	6	13	12	19
Years in Position	9	2	5	3	7
No. of Employees Supervised	9	7	13	12	18
Asset Size (Millions)	9	\$547.5	\$650.6	\$665.0	\$691.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: \$1 BILLION AND OVER

Of the 451 banks submitting data for the South-Atlantic region,
18 banks were in the \$1 Billion and Over asset size category.

GEOGRAPHIC REGION: 3
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	18	\$122,500	\$151,653	\$162,500	\$173,000
Bonus	6	7,902	31,939	35,917	40,917
Total Compensation	18	122,500	162,299	168,100	185,000
Age	17	49	54	54	58
Years with Present Bank	18	9	22	26	33
Years in Position	17	4	5	5	8
No. of Employees Supervised	15	762	2,227	1,940	2,950
Asset Size (Millions)	18	\$1,272.5	\$6,384.0	\$2,326.0	\$3,212.0

ADVERTISING OFFICER					
Base Salary	13	\$25,875	\$32,983	\$31,100	\$32,100
Bonus		INSUFFICIENT DATA			
Total Compensation	13	26,050	33,618	31,100	33,182
Age	13	39	46	47	51
Years with Present Bank	13	2	11	9	16
Years in Position	13	1	4	4	5
No. of Employees Supervised	12	0	6	2	7
Asset Size (Millions)	13	\$1,216.5	\$2,459.2	\$1,909.0	\$2,877.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	15	\$45,600	\$58,015	\$58,596	\$65,602
Bonus	6	2,369	7,158	6,750	9,750
Total Compensation	15	47,250	60,878	58,596	70,602
Age	15	41	46	47	51
Years with Present Bank	15	6	15	15	18
Years in Position	15	2	7	6	9
No. of Employees Supervised	13	10	25	15	28
Asset Size (Millions)	15	\$1,216.5	\$2,489.1	\$2,249.0	\$3,037.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	17	\$41,400	\$53,055	\$51,000	\$57,750
Bonus	5	3,224	10,311	4,000	9,054
Total Compensation	17	42,180	56,088	51,000	57,750
Age	16	38	45	43	46
Years with Present Bank	17	10	18	15	22
Years in Position	17	1	3	3	5
No. of Employees Supervised	14	277	681	544	953
Asset Size (Millions)	17	\$1,272.5	\$6,671.6	\$2,403.0	\$3,212.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	12	\$25,000	\$32,241	\$32,428	\$35,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	25,000	32,848	33,735	35,683
Age	11	35	43	42	49
Years with Present Bank	12	10	17	14	21
Years in Position	12	2	4	3	5
No. of Employees Supervised	11	25	40	36	44
Asset Size (Millions)	12	\$1,904.0	\$2,965.8	\$2,803.0	\$3,312.0

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	16	\$20,345	\$26,039	\$25,117	\$28,230
Bonus		INSUFFICIENT DATA			
Total Compensation	16	20,345	26,379	26,109	28,230
Age	15	32	39	37	44
Years with Present Bank	16	7	13	11	14
Years in Position	16	2	3	3	3
No. of Employees Supervised	13	15	18	17	20
Asset Size (Millions)	16	\$1,245.0	\$2,578.3	\$2,326.0	\$3,112.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	16	\$16,900	\$19,896	\$19,920	\$22,500
Bonus		INSUFFICIENT DATA			
Total Compensation	16	16,900	20,096	19,920	23,560
Age	15	32	38	37	41
Years with Present Bank	16	7	10	11	13
Years in Position	16	1	3	2	3
No. of Employees Supervised	13	5	7	7	8
Asset Size (Millions)	16	\$1,245.0	\$2,578.3	\$2,326.0	\$3,112.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	11	\$24,793	\$32,162	\$30,500	\$35,733
Bonus		INSUFFICIENT DATA			
Total Compensation	11	24,793	32,672	30,500	37,533
Age	10	39	43	41	45
Years with Present Bank	11	4	9	7	13
Years in Position	11	1	3	2	5
No. of Employees Supervised	8	3	6	5	5
Asset Size (Millions)	11	\$1,130.0	\$2,451.9	\$1,904.0	\$2,757.5

GEOGRAPHIC REGION: 3

ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	14	\$19,296	\$25,240	\$25,050	\$31,032
Bonus		INSUFFICIENT DATA			
Total Compensation	14	19,296	25,597	25,400	31,032
Age	13	33	41	39	47
Years with Present Bank	14	5	10	7	10
Years in Position	14	1	3	2	4
No. of Employees Supervised	12	0	1	0	0
Asset Size (Millions)	14	\$1,216.5	\$2,511.1	\$2,079.0	\$3,037.5

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	13	\$22,434	\$32,263	\$26,189	\$39,500
Bonus		INSUFFICIENT DATA			
Total Compensation	13	22,484	33,316	27,832	39,500
Age	13	31	39	34	45
Years with Present Bank	13	4	12	11	16
Years in Position	13	1	3	2	2
No. of Employees Supervised	11	6	21	17	32
Asset Size (Millions)	13	\$1,272.5	\$2,388.0	\$2,249.0	\$2,803.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	14	\$38,024	\$43,194	\$41,498	\$46,500
Bonus	5	1,709	3,632	2,777	3,389
Total Compensation	14	39,109	44,491	42,886	48,437
Age	14	38	40	38	40
Years with Present Bank	14	4	12	12	16
Years in Position	14	1	2	2	3
No. of Employees Supervised	12	6	19	21	27
Asset Size (Millions)	14	\$1,216.5	\$7,452.5	\$2,156.0	\$3,208.5

COMMERCIAL LOAN OFFICER					
Base Salary	16	\$23,000	\$28,123	\$27,475	\$32,242
Bonus		INSUFFICIENT DATA			
Total Compensation	16	23,000	28,423	28,324	32,242
Age	15	32	36	35	39
Years with Present Bank	16	2	8	6	11
Years in Position	16	1	3	2	4
No. of Employees Supervised	13	0	1	0	1
Asset Size (Millions)	16	\$1,245.0	\$6,893.8	\$2,326.0	\$3,112.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	17	\$18,440	\$19,960	\$20,000	\$21,700
Bonus		INSUFFICIENT DATA			
Total Compensation	17	18,490	20,099	20,000	21,700
Age	16	27	29	29	31
Years with Present Bank	17	3	5	4	5
Years in Position	17	1	1	1	1
No. of Employees Supervised	15	0	1	0	0
Asset Size (Millions)	17	\$1,369.5	\$6,683.1	\$2,403.0	\$3,212.0

CORRESPONDENT BANK OFFICER-SR.					
Base Salary	14	\$26,950	\$34,103	\$31,550	\$38,409
Bonus		INSUFFICIENT DATA			
Total Compensation	14	27,695	34,976	31,550	38,409
Age	13	36	41	40	42
Years with Present Bank	14	8	13	15	17
Years in Position	14	1	2	2	3
No. of Employees Supervised	12	0	5	4	6
Asset Size (Millions)	14	\$1,369.5	\$2,633.4	\$2,326.0	\$3,037.5

EDP OFFICER-SR.					
Base Salary	13	\$37,084	\$46,820	\$50,000	\$52,400
Bonus		INSUFFICIENT DATA			
Total Compensation	13	37,084	48,473	52,000	55,917
Age	13	38	40	40	43
Years with Present Bank	13	9	13	14	18
Years in Position	13	1	3	3	5
No. of Employees Supervised	12	50	181	183	243
Asset Size (Millions)	13	\$1,272.5	\$2,680.2	\$2,403.0	\$3,037.5

FINANCIAL OFFICER-SR.					
Base Salary	16	\$39,000	\$55,490	\$51,250	\$54,300
Bonus	5	1,387	6,721	4,000	7,000
Total Compensation	16	40,330	57,591	51,250	58,000
Age	15	38	46	49	55
Years with Present Bank	16	3	14	9	26
Years in Position	16	2	5	4	8
No. of Employees Supervised	13	29	117	44	51
Asset Size (Millions)	16	\$1,300.0	\$6,900.8	\$2,326.0	\$3,112.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	12	\$13,108	\$20,563	\$21,089	\$23,477
Bonus		INSUFFICIENT DATA			
Total Compensation	12	13,108	20,785	21,139	24,940
Age	12	34	42	42	43
Years with Present Bank	12	2	9	8	12
Years in Position	12	1	3	3	4
No. of Employees Supervised	10	9	22	17	30
Asset Size (Millions)	12	\$1,245.0	\$2,349.8	\$2,079.0	\$2,643.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	15	\$31,270	\$40,698	\$43,310	\$48,933
Bonus		INSUFFICIENT DATA			
Total Compensation	15	31,904	41,572	43,310	49,033
Age	14	43	49	48	56
Years with Present Bank	15	17	22	21	26
Years in Position	15	2	6	4	8
No. of Employees Supervised	12	32	68	62	85
Asset Size (Millions)	15	\$1,216.5	\$2,262.4	\$1,909.0	\$2,803.0

INSTALMENT LOAN OFFICER					
Base Salary	16	\$16,600	\$19,349	\$19,213	\$21,500
Bonus		INSUFFICIENT DATA			
Total Compensation	16	16,600	19,491	19,213	21,500
Age	15	28	38	37	45
Years with Present Bank	16	3	9	9	14
Years in Position	16	2	4	3	5
No. of Employees Supervised	13	0	6	5	8
Asset Size (Millions)	16	\$1,245.0	\$6,884.9	\$2,326.0	\$3,112.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	15	\$35,500	\$43,703	\$39,500	\$52,500
Bonus	6	1,800	6,105	3,500	8,500
Total Compensation	15	35,500	46,145	42,500	53,250
Age	14	36	44	45	51
Years with Present Bank	15	5	15	13	25
Years in Position	15	3	6	4	7
No. of Employees Supervised	13	22	38	34	43
Asset Size (Millions)	15	\$1,272.5	\$2,549.3	\$2,249.0	\$3,037.5

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	11	\$36,720	\$48,431	\$47,500	\$57,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	37,370	49,716	47,500	57,000
Age	11	39	46	45	51
Years with Present Bank	11	4	12	8	19
Years in Position	11	3	4	4	5
No. of Employees Supervised	9	12	45	18	28
Asset Size (Millions)	11	\$1,548.5	\$2,929.5	\$2,643.0	\$3,283.0

LOAN REVIEW OFFICER					
Base Salary	14	\$21,313	\$24,848	\$22,800	\$27,650
Bonus		INSUFFICIENT DATA			
Total Compensation	14	21,313	25,475	23,050	28,678
Age	13	34	40	35	46
Years with Present Bank	14	3	8	6	11
Years in Position	14	1	2	3	3
No. of Employees Supervised	12	0	2	0	2
Asset Size (Millions)	14	\$1,244.0	\$2,467.2	\$2,079.0	\$2,803.0

MARKETING DIRECTOR					
Base Salary	14	\$39,191	\$46,022	\$44,500	\$51,800
Bonus		INSUFFICIENT DATA			
Total Compensation	14	39,289	47,669	47,600	54,000
Age	14	44	49	51	53
Years with Present Bank	14	3	10	8	14
Years in Position	14	2	4	4	6
No. of Employees Supervised	12	7	22	16	20
Asset Size (Millions)	14	\$1,216.5	\$2,574.0	\$2,326.0	\$3,037.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	14	\$38,750	\$49,659	\$47,947	\$59,233
Bonus	5	2,059	4,882	2,745	3,873
Total Compensation	14	40,000	51,403	50,069	59,750
Age	13	46	51	49	56
Years with Present Bank	14	6	17	20	24
Years in Position	14	2	4	5	5
No. of Employees Supervised	11	9	50	25	47
Asset Size (Millions)	14	\$1,216.5	\$2,333.9	\$1,906.5	\$2,523.0

GEOGRAPHIC REGION: 3
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	12	\$23,743	\$27,673	\$27,917	\$28,809
Bonus		INSUFFICIENT DATA			
Total Compensation	12	23,843	28,039	28,467	29,000
Age	11	33	43	44	50
Years with Present Bank	12	5	14	11	21
Years in Position	12	2	5	4	5
No. of Employees Supervised	11	0	2	0	2
Asset Size (Millions)	12	\$1,245.0	\$2,531.2	\$2,079.0	\$2,643.0

MORTGAGE LOAN OFFICER-JR.

Base Salary	11	\$17,369	\$20,125	\$19,830	\$21,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,419	20,375	19,830	21,420
Age	10	27	34	33	37
Years with Present Bank	11	3	9	7	11
Years in Position	11	1	3	2	4
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	11	\$1,272.5	\$2,567.0	\$1,909.0	\$2,803.0

NEW ACCOUNTS OFFICER

Base Salary	7	\$10,650	\$13,872	\$15,000	\$15,832
Bonus		INSUFFICIENT DATA			
Total Compensation	7	10,710	14,007	15,000	15,832
Age	7	26	41	37	53
Years with Present Bank	7	5	12	11	14
Years in Position	6	2	4	4	5
No. of Employees Supervised	7	0	1	0	2
Asset Size (Millions)	7	\$1,283.0	\$2,784.3	\$2,249.0	\$3,383.0

OFFICER TRAINEE-MASTER'S DEGREE

Base Salary	5	\$14,750	\$18,600	\$18,000	\$19,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,750	18,600	18,000	19,750
Age	5	25	27	27	28
Years with Present Bank	5	1	1	1	1
Years in Position	5	1	1	1	1
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$1,701.5	\$3,563.8	\$3,112.0	\$4,208.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	12	\$12,100	\$13,300	\$12,400	\$13,530
Bonus		INSUFFICIENT DATA			
Total Compensation	12	12,100	13,308	12,450	13,530
Age	12	23	25	25	26
Years with Present Bank	12	1	1	1	1
Years in Position	12	1	1	1	1
No. of Employees Supervised	11	0	0	0	0
Asset Size (Millions)	12	\$1,188.0	\$8,604.5	\$2,803.0	\$3,454.0

OPERATIONS OFFICER-SR.

Base Salary	15	\$38,487	\$52,067	\$48,000	\$67,500
Bonus	5	2,097	7,479	4,000	9,100
Total Compensation	15	38,687	54,559	48,000	68,000
Age	14	41	48	50	52
Years with Present Bank	15	13	21	21	26
Years in Position	14	1	4	3	6
No. of Employees Supervised	12	325	418	380	422
Asset Size (Millions)	15	\$1,216.5	\$2,529.7	\$2,249.0	\$3,137.5

PERSONNEL OFFICER-SR.

Base Salary	17	\$39,682	\$45,595	\$44,000	\$51,750
Bonus	6	1,440	5,830	4,400	7,650
Total Compensation	17	39,682	47,653	45,800	52,000
Age	16	40	47	45	53
Years with Present Bank	17	8	16	17	22
Years in Position	16	1	6	5	7
No. of Employees Supervised	14	19	38	35	41
Asset Size (Millions)	17	\$1,272.5	\$2,503.1	\$2,249.0	\$3,037.5

SECURITY OFFICER-SR.

Base Salary	15	\$23,625	\$30,512	\$29,500	\$37,000
Bonus		INSUFFICIENT DATA			
Total Compensation	15	23,625	30,827	30,540	37,000
Age	15	41	51	54	58
Years with Present Bank	15	4	14	10	23
Years in Position	15	1	3	2	6
No. of Employees Supervised	13	3	10	7	13
Asset Size (Millions)	15	\$1,216.5	\$2,489.1	\$2,249.0	\$3,037.5

GEOGRAPHIC REGION: 3
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRAINING DIRECTOR					
Base Salary	15	\$17,900	\$24,192	\$23,976	\$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	15	17,950	24,407	23,976	27,686
Age	14	31	33	33	34
Years with Present Bank	15	4	7	8	9
Years in Position	14	1	3	3	4
No. of Employees Supervised	13	4	9	6	9
Asset Size (Millions)	15	\$1,216.5	\$2,577.0	\$2,249.0	\$3,212.0

TRUST DEPARTMENT OFFICER-SR.

Base Salary	13	\$52,500	\$64,672	\$62,000	\$73,750
Bonus	6	3,123	10,817	8,329	14,554
Total Compensation	13	54,500	69,664	66,780	75,804
Age	13	44	52	53	58
Years with Present Bank	13	12	20	21	23
Years in Position	13	2	5	4	7
No. of Employees Supervised	11	58	172	196	242
Asset Size (Millions)	13	\$1,272.5	\$2,523.8	\$2,249.0	\$2,803.0

TRUST OPERATIONS MANAGER

Base Salary	14	\$27,942	\$36,715	\$36,462	\$42,850
Bonus	5	1,020	2,224	2,496	2,540
Total Compensation	14	28,462	37,509	37,000	42,850
Age	13	41	44	44	48
Years with Present Bank	14	7	16	18	25
Years in Position	14	1	3	2	4
No. of Employees Supervised	11	16	54	40	88
Asset Size (Millions)	14	\$1,272.5	\$2,479.6	\$2,079.0	\$2,803.0

1981 Bank Officer Cash Compensation Survey

Volume 2

REGIONS IV, V, VI

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BANK
ADMINISTRATION
INSTITUTE

1981 Bank Officer Cash Compensation Survey

Volume 2

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

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Rolling Meadows, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

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Introductory Note

Data for the individual regions begins on the pages with a shaded edge.

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Conducting the Survey

This is the ninth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in February, 1981. A total of 3,421 banks provided usable returns. These banks ranged in asset size from under \$10 million to over \$1 billion.

The format of this year's survey is consistent with the expanded detail and scope of the 1979 survey. In addition to reporting current salary data, banks were asked to provide information on annual bonuses to ensure that officers' total direct compensation is fully summarized.

This year's survey includes:

- The list of survey positions, as follows:
Eighteen positions were surveyed for banks under \$50 million in assets.
Thirty-five positions were surveyed for banks \$50 million and over in assets.
- The compilation of the survey results by:
25th quartile—the point on a scale below which 25 percent of the cases fall.
Mean—approximates what is commonly meant by average. It is the sum of the values divided by the sample size.
Median—the middle value when the data are arranged in order of magnitude. It is the point on a scale below which 50 percent of the cases fall.
75th quartile—the point on a scale below which 75 percent of the cases fall.
- Data on the following pay-related information:
Age
Years with present bank
Years in position
Number of employees supervised

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following section of this report includes a comparison between the 1979 and 1981 national base salary medians. The last section is the survey results for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

BANK OFFICER CASH COMPENSATION

Participating Banks	Number of Officers Surveyed	Regions	States
125	1,515	I. New England	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
215	2,994	II. Mid-Atlantic	New Jersey New York Pennsylvania
451	5,035	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina South Carolina Virginia Washington, D.C. West Virginia
856	8,374	IV. East-North Central	Illinois Indiana Michigan Ohio Wisconsin
225	2,251	V. East-South Central	Alabama Kentucky Mississippi Tennessee
629	4,729	VI. West-North Central	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
502	4,792	VII. West-South Central	Arkansas Louisiana Oklahoma Texas
251	2,340	VIII. Mountain	Arizona Colorado Idaho Montana New Mexico Nevada Utah Wyoming
167	1,933	IX. Pacific	Alaska California Hawaii Oregon Washington
3,421	33,963		

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

CONDUCTING THE SURVEY

Total Assets	Total	Geographic Region								
		I	II	III	IV	V	VI	VII	VIII	IX
1. Less than \$10 million	266	2	2	26	47	10	86	35	33	25
2. \$10 to \$19 million	592	15	8	59	143	43	159	77	57	31
3. \$20 to \$29 million	477	17	18	53	130	46	95	66	35	17
4. \$30 to \$39 million	385	14	16	59	99	28	70	67	26	6
5. \$40 to \$49 million	386	14	22	60	93	20	63	68	25	21
6. \$50 to \$99 million	540	22	42	73	157	33	82	76	35	20
7. \$100 to \$249 million	483	23	50	75	129	29	50	76	25	26
8. \$250 to \$499 million	145	11	27	15	38	5	11	21	6	11
9. \$500 to \$999 million	71	2	16	13	11	5	5	10	3	6
10. \$1 billion and over	76	5	14	18	9	6	8	6	6	4

Officer Positions Surveyed

The 18 positions surveyed in banks under \$50 million in asset size and the 35 positions surveyed in banks \$50 million and over in asset size are listed below. Positions new to this year's survey are indicated by an asterisk (*).

Banks Under \$50 Million in Asset Size

Chief Executive Officer	Instalment Loan Collector
Second Ranking Officer	Instalment Loan Officer—Sr.
*Agricultural Loan Officer	Instalment Loan Officer—Jr.
*Branch Manager	Internal Auditing Officer
Business Development Officer	Mortgage Loan Officer
Commercial Loan Officer—Sr.	Officer Trainee
Commercial Loan Officer—Jr.	Operations Officer—Sr.
Controller	*Operations Officer—Jr.
General Loan Officer	Personnel Officer

Banks \$50 Million and Over in Asset Size

Chief Executive Officer	Instalment Loan Department
Advertising Officer	Manager
Bank Investment Officer—Sr.	Instalment Loan Officer
Branch Administration Officer—Sr.	Internal Auditing Officer—Sr.
Branch Manager—Large (31+)	International Banking Officer—Sr.
Branch Manager—Medium (10-30)	Loan Review Officer
Branch Manager—Small (-10)	Marketing Director
Business Development Officer—Sr.	Mortgage Loan Department Manager
Business Development Officer	Mortgage Loan Officer
Commercial Credit Department	Mortgage Loan Officer—Jr.
Manager	New Accounts Officer
Commercial Loan Department	Officer Trainee—Master's Degree
Manager	Officer Trainee—Bachelor's Degree

*New position.

BANK OFFICER CASH COMPENSATION

Commercial Loan Officer
Commercial Loan Officer—Jr.
Correspondent Bank Officer—Sr.
EDP Officer—Sr.
Financial Officer—Sr.
Instalment Loan Collection Manager

Operations Officer—Sr.
Personnel Officer—Sr.
Security Officer—Sr.
Training Director
Trust Department Officer—Sr.
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region.

The top portion of each table shows 25th quartile, mean, median, and 75th quartile base salary, bonus, and total compensation information.

Commercial Loan Officer Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary ¹	34	\$13,200	\$18,390	\$18,761	\$25,683
Bonus ²	13	790	921	972	1,000
Total Compensation ³	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
No. of Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	\$43.7	\$45.8	\$46.2	\$48.5

¹Base Salary information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

²Bonus information summarizes the range of bonus awards in bonus-paying banks only.

³Total compensation information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, years with present bank, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has more years of service and time in position, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

BANK OFFICER CASH COMPENSATION

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	\$24,500
Bonus	—
Total Compensation	\$24,500
Age	45
Years with Present Bank	12
Years in Position	10
No. of Employees Supervised	5
Asset Size (Millions)	\$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of \$24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of \$19,500, and below the survey 75th quartile of \$26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th quartile of 59.
2. *Years with present bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th quartile of 33.
3. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th quartile of 28.
4. *Number of employees supervised.* At 5, your officer is above the survey 75th quartile of 3.
5. *Asset size (millions).* At \$47.0 million, your bank is between the survey median of \$46.2 million and the survey 75th quartile of \$48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably not overpaid. This officer is (1) above the survey 75th quartile in total number of employees supervised, and (2) between the survey median and survey 75th quartile in age, years with the bank, years in position, and bank asset size. Thus, this officer's total compensation of \$24,500 appears to be justified.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	\$16,000
Bonus	1,600
Total Compensation	\$17,600
Age	31
Years with Present Bank	4
Years in Position	4
No. of Employees Supervised	3
Asset Size (Millions)	\$47.0

This commercial loan officer's base salary of \$16,000 falls between the survey 25th quartile of \$13,200 and the survey mean of \$18,390. His or her total compensation of \$17,600 falls between the survey 25th quartile base salary plus survey 25th quartile bonus of \$13,990 and the survey mean base salary plus mean bonus of \$19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31 years, your officer is at the survey median of 31.
2. *Years with present bank.* At 4 years, your officer is between the survey 25th quartile of 2 and the survey median of 6.
3. *Years in position.* At 4 years, your officer is at the survey median of 4.
4. *Number of employees supervised.* At 3, your officer is at the survey 75th quartile of 3.
5. *Asset size (millions).* At \$47.0 million, your bank is between the survey median of \$46.2 million and the survey 75th quartile of \$48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th quartile in total employees supervised, (2) between the survey median and survey 75th quartile in bank asset size, (3) at the survey median in years in position and age, and (4) between the survey 25th quartile and survey median only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of \$19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

Comparison Between 1979 and 1981 National Base Salary Medians

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



CASH COMPENSATION DATA

National Base Salary Medians
Less Than \$10 Million

	1979	1981	Percent
1. Chief Executive Officer	\$25,000	\$29,700	+18.8
2. Second Ranking Officer	17,500	21,500	+22.9
3. Agricultural Loan Officer	*	14,400	—
4. Branch Manager	*	29,000	—
5. Business Development Officer	11,760	†	—
6. Commercial Loan Officer—Sr.	22,800	30,500	+33.8
7. Commercial Loan Officer—Jr.	11,000	†	—
8. Controller	12,000	19,850	+65.4
9. General Loan Officer	14,100	16,800	+19.1
10. Instalment Loan Collector	9,564	†	—
11. Instalment Loan Officer—Sr.	15,000	20,000	+33.3
12. Instalment Loan Officer—Jr.	11,850	†	—
13. Internal Auditing Officer	10,000	†	—
14. Mortgage Loan Officer	†	†	—
15. Officer Trainee	10,200	11,250	+10.3
16. Operations Officer—Sr.	12,600	15,000	+19.0
17. Operations Officer—Jr.	*	12,000	—
18. Personnel Officer	9,600	†	—

National Base Salary Medians
\$10 to \$19 Million

	1979	1981	Percent
1. Chief Executive Officer	\$30,000	\$36,000	+20.0
2. Second Ranking Officer	21,000	25,000	+19.0
3. Agricultural Loan Officer	*	19,000	—
4. Branch Manager	*	17,590	—
5. Business Development Officer	15,400	18,196	+18.2
6. Commercial Loan Officer—Sr.	20,750	24,000	+15.7
7. Commercial Loan Officer—Jr.	12,000	18,600	+55.0
8. Controller	13,500	18,963	+40.5
9. General Loan Officer	15,980	18,000	+12.6
10. Instalment Loan Collector	10,350	12,280	+18.6
11. Instalment Loan Officer—Sr.	15,500	17,718	+14.3
12. Instalment Loan Officer—Jr.	11,962	14,400	+20.4
13. Internal Auditing Officer	12,000	13,000	+ 8.3
14. Mortgage Loan Officer	15,000	16,400	+ 9.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	15,500	17,000	+ 9.7
17. Operations Officer—Jr.	*	13,000	—
18. Personnel Officer	12,100	13,000	+ 7.4

*New position in 1981.

†Less than five banks submitted data for this position.

BANK OFFICER CASH COMPENSATION

National Base Salary Medians \$20 to \$29 Million

	1979	1981	Percent
1. Chief Executive Officer	\$35,000	\$40,000	+14.3
2. Second Ranking Officer	25,000	27,600	+10.4
3. Agricultural Loan Officer	*	22,000	—
4. Branch Manager	*	16,950	—
5. Business Development Officer	16,700	18,788	+12.5
6. Commercial Loan Officer—Sr.	21,550	25,000	+16.0
7. Commercial Loan Officer—Jr.	13,840	19,650	+42.0
8. Controller	15,000	19,800	+32.0
9. General Loan Officer	18,000	19,300	+ 7.2
10. Instalment Loan Collector	11,075	12,300	+11.1
11. Instalment Loan Officer—Sr.	16,500	19,000	+15.2
12. Instalment Loan Officer—Jr.	12,250	15,000	+22.4
13. Internal Auditing Officer	12,550	13,999	+11.5
14. Mortgage Loan Officer	18,000	17,850	- 0.8
15. Officer Trainee	10,350	12,000	+15.9
16. Operations Officer—Sr.	18,000	19,412	+ 7.8
17. Operations Officer—Jr.	*	13,500	—
18. Personnel Officer	13,900	15,210	+ 9.4

National Base Salary Medians \$30 to \$39 Million

	1979	1981	Percent
1. Chief Executive Officer	\$38,000	\$43,680	+14.9
2. Second Ranking Officer	27,500	30,600	+11.3
3. Agricultural Loan Officer	*	23,000	—
4. Branch Manager	*	17,000	—
5. Business Development Officer	17,175	19,691	+14.6
6. Commercial Loan Officer—Sr.	23,500	26,000	+10.6
7. Commercial Loan Officer—Jr.	14,835	19,000	+28.1
8. Controller	16,000	21,400	+33.8
9. General Loan Officer	19,200	20,338	+ 5.9
10. Instalment Loan Collector	11,340	13,350	+17.7
11. Instalment Loan Officer—Sr.	18,000	21,000	+16.7
12. Instalment Loan Officer—Jr.	12,600	15,000	+19.0
13. Internal Auditing Officer	14,000	15,200	+ 8.6
14. Mortgage Loan Officer	17,160	19,100	+11.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	20,100	21,550	+ 7.2
17. Operations Officer—Jr.	*	14,500	—
18. Personnel Officer	15,100	16,550	+ 9.6

*New position in 1981.

CASH COMPENSATION DATA

National Base Salary Medians
\$40 to \$49 Million

	1979	1981	Percent
1. Chief Executive Officer	\$42,600	\$48,550	+14.0
2. Second Ranking Officer	30,000	34,800	+16.0
3. Agricultural Loan Officer	*	24,550	—
4. Branch Manager	*	18,110	—
5. Business Development Officer	18,000	21,670	+20.4
6. Commercial Loan Officer—Sr.	24,000	28,100	+17.1
7. Commercial Loan Officer—Jr.	15,500	20,000	+29.0
8. Controller	18,900	22,500	+19.0
9. General Loan Officer	18,650	21,000	+12.6
10. Instalment Loan Collector	11,470	12,950	+12.9
11. Instalment Loan Officer—Sr.	18,700	20,964	+12.1
12. Instalment Loan Officer—Jr.	13,680	15,750	+15.1
13. Internal Auditing Officer	14,400	16,000	+11.1
14. Mortgage Loan Officer	19,260	21,488	+11.6
15. Officer Trainee	10,800	12,500	+15.7
16. Operations Officer—Sr.	21,120	23,000	+8.9
17. Operations Officer—Jr.	*	15,600	—
18. Personnel Officer	15,125	17,250	+14.0

National Base Salary Medians
\$50 to \$99 Million

	1979	1981	Percent
1. Chief Executive Officer	\$49,000	\$56,500	+15.3
2. Advertising Officer	17,850	20,800	+16.5
3. Bank Investment Officer—Sr.	24,720	34,600	+40.0
4. Branch Administration Officer—Sr.	21,000	31,000	+47.6
5. Branch Manager—Large (31+)	21,373	25,250	+18.1
6. Branch Manager—Medium (10-30)	17,520	22,230	+26.9
7. Branch Manager—Small (-10)	14,560	17,630	+21.1
8. Business Development Officer—Sr.	23,500	28,000	+19.1
9. Business Development Officer	16,022	20,450	+27.6
10. Commercial Credit Department Manager	14,280	19,750	+38.3
11. Commercial Loan Department Manager	26,415	33,000	+24.9
12. Commercial Loan Officer	21,450	26,300	+22.6
13. Commercial Loan Officer—Jr.	15,900	19,000	+19.5
14. Correspondent Bank Officer—Sr.	†	26,750	—
15. EDP Officer—Sr.	19,900	24,000	+20.6
16. Financial Officer—Sr.	26,000	27,750	+6.7
17. Instalment Loan Collection Manager	12,385	15,500	+25.2
18. Instalment Loan Department Manager	20,400	24,000	+17.6
19. Instalment Loan Officer	15,500	18,000	+16.1

*New position in 1981

†Less than five banks submitted data for this position.

BANK OFFICER CASH COMPENSATION

**\$50 to \$99 Million
(Continued)**

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$16,100	\$18,225	+13.2
21. International Banking Officer—Sr.	†	22,650	—
22. Loan Review Officer	21,115	21,857	+ 3.5
23. Marketing Director	18,280	20,654	+13.0
24. Mortgage Loan Department Manager	21,600	26,000	+20.4
25. Mortgage Loan Officer	19,000	21,000	+10.5
26. Mortgage Loan Officer—Jr.	14,980	15,550	+ 3.8
27. New Accounts Officer	12,000	14,675	+22.3
28. Officer Trainee—Master's Degree	11,500	13,000	+13.0
29. Officer Trainee—Bachelor's Degree	10,710	12,500	+16.7
30. Operations Officer—Sr.	22,000	26,650	+21.1
31. Personnel Officer—Sr.	16,200	18,700	+15.4
32. Security Officer—Sr.	16,500	18,500	+12.1
33. Training Director	13,912	15,000	+ 7.8
34. Trust Department Officer—Sr.	25,850	30,000	+16.1
35. Trust Operations Manager	14,750	16,250	+10.2

**National Base Salary Medians
\$100 to \$249 Million**

	1979	1981	Percent
1. Chief Executive Officer	\$62,750	\$72,765	+16.0
2. Advertising Officer	17,700	21,632	+22.2
3. Bank Investment Officer—Sr.	27,792	35,473	+27.6
4. Branch Administration Officer—Sr.	25,000	36,000	+44.0
5. Branch Manager—Large (31+)	23,000	31,350	+36.3
6. Branch Manager—Medium (10-30)	19,500	22,609	+15.9
7. Branch Manager—Small (-10)	16,000	18,650	+16.6
8. Business Development Officer—Sr.	24,000	30,750	+28.1
9. Business Development Officer	18,600	21,263	+14.3
10. Commercial Credit Department Manager	16,125	20,175	+25.1
11. Commercial Loan Department Manager	30,000	36,980	+23.3
12. Commercial Loan Officer	23,200	28,000	+20.7
13. Commercial Loan Officer—Jr.	16,400	20,000	+22.0
14. Correspondent Bank Officer—Sr.	25,700	28,500	+10.9
15. EDP Officer—Sr.	24,000	29,000	+20.8
16. Financial Officer—Sr.	30,000	30,478	+ 1.6
17. Instalment Loan Collection Manager	13,727	16,272	+18.5
18. Instalment Loan Department Manager	24,300	27,113	+11.6
19. Instalment Loan Officer	16,728	18,360	+ 9.8

†Less than five banks submitted data for this position.

CASH COMPENSATION DATA

\$100 to \$249 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$19,010	\$21,800	+14.7
21. International Banking Officer—Sr.	20,000	27,500	+37.5
22. Loan Review Officer	21,050	23,500	+11.6
23. Marketing Director	23,400	25,400	+ 8.5
24. Mortgage Loan Department Manager	25,000	29,500	+18.0
25. Mortgage Loan Officer	18,660	23,300	+24.9
26. Mortgage Loan Officer—Jr.	13,500	16,750	+24.1
27. New Accounts Officer	13,000	15,600	+20.0
28. Officer Trainee—Master's Degree	11,250	14,000	+24.4
29. Officer Trainee—Bachelor's Degree	10,450	12,131	+16.1
30. Operations Officer—Sr.	26,400	31,900	+20.8
31. Personnel Officer—Sr.	19,000	22,475	+18.3
32. Security Officer—Sr.	17,800	21,174	+19.0
33. Training Director	13,300	14,875	+11.8
34. Trust Department Officer—Sr.	32,000	36,000	+12.5
35. Trust Operations Manager	17,140	20,000	+16.7

National Base Salary Medians
\$250 to \$499 Million

	1979	1981	Percent
1. Chief Executive Officer	\$80,000	\$91,500	+14.4
2. Advertising Officer	20,000	22,000	+10.0
3. Bank Investment Officer—Sr.	31,450	37,500	+19.2
4. Branch Administration Officer—Sr.	30,800	38,450	+24.8
5. Branch Manager—Large (31+)	24,650	28,245	+14.6
6. Branch Manager—Medium (10-30)	20,350	24,063	+18.2
7. Branch Manager—Small (-10)	16,025	19,375	+20.9
8. Business Development Officer—Sr.	27,900	32,500	+16.5
9. Business Development Officer	20,450	24,500	+19.8
10. Commercial Credit Department Manager	20,000	21,700	+ 8.5
11. Commercial Loan Department Manager	36,000	41,600	+15.6
12. Commercial Loan Officer	25,000	30,100	+20.4
13. Commercial Loan Officer—Jr.	16,600	21,000	+26.5
14. Correspondent Bank Officer—Sr.	28,124	36,000	+28.0
15. EDP Officer—Sr.	30,000	32,000	+ 6.7
16. Financial Officer—Sr.	37,492	36,448	- 2.8
17. Instalment Loan Collection Manager	15,100	17,660	+17.0
18. Instalment Loan Department Manager	27,550	31,000	+12.5
19. Instalment Loan Officer	16,875	19,842	+17.6

BANK OFFICER CASH COMPENSATION

\$250 to \$499 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$24,000	\$27,500	+14.6
21. International Banking Officer—Sr.	28,800	32,000	+11.1
22. Loan Review Officer	23,000	25,250	+ 9.8
23. Marketing Director	26,375	30,160	+14.4
24. Mortgage Loan Department Manager	28,260	32,500	+15.0
25. Mortgage Loan Officer	20,646	24,000	+16.2
26. Mortgage Loan Officer—Jr.	14,500	18,700	+29.0
27. New Accounts Officer	13,500	15,544	+15.1
28. Officer Trainee—Master's Degree	11,100	15,120	+36.2
29. Officer Trainee—Bachelor's Degree	10,800	12,500	+15.7
30. Operations Officer—Sr.	31,950	36,750	+15.0
31. Personnel Officer—Sr.	24,804	29,000	+16.9
32. Security Officer—Sr.	20,300	21,100	+ 3.9
33. Training Director	17,212	18,104	+ 5.2
34. Trust Department Officer—Sr.	38,000	42,500	+11.8
35. Trust Operations Manager	19,080	22,300	+16.9

National Base Salary Medians
\$500 to \$999 Million

	1979	1981	Percent
1. Chief Executive Officer	\$99,250	\$120,000	+20.9
2. Advertising Officer	21,300	21,300	0.0
3. Bank Investment Officer—Sr.	38,417	43,500	+13.2
4. Branch Administration Officer—Sr.	34,750	43,500	+25.2
5. Branch Manager—Large (31+)	25,875	31,750	+22.7
6. Branch Manager—Medium (10-30)	20,374	24,470	+20.1
7. Branch Manager—Small (-10)	16,606	19,550	+17.7
8. Business Development Officer—Sr.	27,350	36,000	+31.6
9. Business Development Officer	20,845	25,309	+21.4
10. Commercial Credit Department Manager	20,000	26,000	+30.0
11. Commercial Loan Department Manager	38,500	45,000	+16.9
12. Commercial Loan Officer	26,500	31,850	+20.2
13. Commercial Loan Officer—Jr.	18,300	20,700	+13.1
14. Correspondent Bank Officer—Sr.	35,000	34,850	- 0.4
15. EDP Officer—Sr.	34,000	40,000	+17.6
16. Financial Officer—Sr.	38,400	42,500	+10.7
17. Instalment Loan Collection Manager	17,000	20,400	+20.0
18. Instalment Loan Department Manager	29,600	35,300	+19.3
19. Instalment Loan Officer	18,000	20,000	+11.1

CASH COMPENSATION DATA

**\$500 to \$999 Million
(Continued)**

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$27,500	\$34,000	+23.6
21. International Banking Officer—Sr.	30,579	32,000	+ 4.6
22. Loan Review Officer	24,750	27,300	+10.3
23. Marketing Director	33,150	33,500	+ 1.1
24. Mortgage Loan Department Manager	32,500	39,000	+20.0
25. Mortgage Loan Officer	21,600	26,000	+20.4
26. Mortgage Loan Officer—Jr.	16,213	17,940	+10.7
27. New Accounts Officer	14,000	16,000	+14.3
28. Officer Trainee—Master's Degree	12,708	16,100	+26.7
29. Officer Trainee—Bachelor's Degree	10,500	12,325	+17.4
30. Operations Officer—Sr.	37,000	42,500	+14.9
31. Personnel Officer—Sr.	29,750	33,000	+10.9
32. Security Officer—Sr.	21,900	26,500	+21.0
33. Training Director	16,500	18,750	+13.6
34. Trust Department Officer—Sr.	43,500	50,000	+14.9
35. Trust Operations Manager	21,896	25,500	+16.5

**National Base Salary Medians
\$1 Billion and Over**

	1979	1981	Percent
1. Chief Executive Officer	\$130,000	\$165,875	+27.6
2. Advertising Officer	25,000	32,200	+28.8
3. Bank Investment Officer—Sr.	50,000	60,000	+20.0
4. Branch Administration Officer—Sr.	41,175	50,000	+21.4
5. Branch Manager—Large (31+)	30,500	31,631	+ 3.7
6. Branch Manager—Medium (10-30)	21,750	26,000	+19.5
7. Branch Manager—Small (-10)	18,000	19,267	+ 7.0
8. Business Development Officer—Sr.	32,682	32,300	- 1.2
9. Business Development Officer	21,610	24,000	+11.1
10. Commercial Credit Department Manager	27,000	32,750	+21.3
11. Commercial Loan Department Manager	42,000	53,000	+26.2
12. Commercial Loan Officer	25,812	32,121	+24.4
13. Commercial Loan Officer—Jr.	18,500	22,150	+19.7
14. Correspondent Bank Officer—Sr.	39,757	37,500	- 5.7
15. EDP Officer—Sr.	41,400	47,700	+15.2
16. Financial Officer—Sr.	52,320	52,250	- 0.1
17. Instalment Loan Collection Manager	20,500	23,000	+12.2
18. Instalment Loan Department Manager	33,000	40,000	+21.2
19. Instalment Loan Officer	17,197	20,700	+20.4

BANK OFFICER CASH COMPENSATION

\$1 Billion and Over
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$35,220	\$40,000	+13.6
21. International Banking Officer—Sr.	43,000	49,000	+14.0
22. Loan Review Officer	25,600	26,500	+ 3.5
23. Marketing Director	35,739	44,000	+23.1
24. Mortgage Loan Department Manager	38,186	46,700	+22.3
25. Mortgage Loan Officer	23,900	28,350	+18.6
26. Mortgage Loan Officer—Jr.	16,000	19,502	+21.9
27. New Accounts Officer	14,250	16,000	+12.3
28. Officer Trainee—Master's Degree	16,000	18,000	+12.5
29. Officer Trainee—Bachelor's Degree	12,000	14,000	+16.7
30. Operations Officer—Sr.	48,400	48,000	- 0.8
31. Personnel Officer—Sr.	39,000	45,963	+17.9
32. Security Officer—Sr.	24,500	29,125	+18.9
33. Training Director	25,200	27,350	+ 8.5
34. Trust Department Officer—Sr.	56,000	66,780	+19.3
35. Trust Operations Manager	31,750	35,000	+10.2

Cash Compensation Data

Region IV: East-North Central

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: LESS THAN \$10 MILLION

Of the 856 banks submitting data for the East-North Central region, 47 banks were in the Less Than \$10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
Instalment Loan Collector

Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 4
 ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	44	\$24,000	\$29,940	\$27,800	\$32,000
Bonus	23	1,400	4,224	3,000	4,263
Total Compensation	44	26,000	32,148	31,100	35,000
Age	44	39	45	43	48
Years with Present Bank	44	2	10	6	15
Years in Position	44	2	8	4	8
No. of Employees Supervised	44	5	8	7	10
Asset Size (Millions)	44	\$6.0	\$7.0	\$7.0	\$9.0

SECOND RANKING OFFICER					
Base Salary	36	\$14,360	\$19,725	\$19,350	\$22,000
Bonus	20	1,000	2,720	1,750	3,440
Total Compensation	36	15,700	21,237	20,635	25,000
Age	35	31	43	39	55
Years with Present Bank	36	2	10	4	14
Years in Position	36	1	9	3	10
No. of Employees Supervised	36	3	6	5	7
Asset Size (Millions)	36	\$6.0	\$6.8	\$7.0	\$8.0

GENERAL LOAN OFFICER					
Base Salary	7	\$12,608	\$16,302	\$16,500	\$17,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	12,683	16,609	16,500	17,350
Age	7	27	33	32	34
Years with Present Bank	7	3	5	4	8
Years in Position	7	1	3	3	4
No. of Employees Supervised	6	0	2	1	2
Asset Size (Millions)	7	\$4.5	\$7.4	\$8.0	\$9.0

OPERATIONS OFFICER-SR.					
Base Salary	15	\$11,748	\$16,681	\$14,000	\$16,750
Bonus	8	400	918	1,050	1,300
Total Compensation	15	11,903	17,170	15,200	16,833
Age	15	42	46	47	51
Years with Present Bank	15	3	13	11	17
Years in Position	15	2	6	3	5
No. of Employees Supervised	14	3	6	4	6
Asset Size (Millions)	15	\$5.5	\$7.4	\$8.0	\$9.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	13	\$10,000	\$12,988	\$13,000	\$14,500
Bonus	9	525	990	900	1,000
Total Compensation	13	11,092	13,673	13,000	14,640
Age	13	26	37	40	43
Years with Present Bank	13	5	9	7	13
Years in Position	13	1	3	1	3
No. of Employees Supervised	11	1	5	4	8
Asset Size (Millions)	13	\$6.5	\$7.6	\$9.0	\$9.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$10 TO \$19 MILLION

Of the 856 banks submitting data for the East-North Central region, 143 banks were in the \$10 to \$19 Million asset size category.

GEOGRAPHIC REGION: 4
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	140	\$29,900	\$35,439	\$35,000	\$39,600
Bonus	87	1,659	4,689	3,600	6,700
Total Compensation	140	32,000	38,353	36,950	42,500
Age	139	39	46	46	52
Years with Present Bank	140	3	11	7	17
Years in Position	140	2	7	5	10
No. of Employees Supervised	137	9	15	15	19
Asset Size (Millions)	140	\$12.0	\$14.5	\$15.0	\$17.0

SECOND RANKING OFFICER					
Base Salary	119	\$20,750	\$24,765	\$24,000	\$28,000
Bonus	76	875	3,150	2,033	4,000
Total Compensation	119	21,675	26,777	25,557	30,000
Age	119	35	42	40	50
Years with Present Bank	119	3	10	8	14
Years in Position	119	2	5	3	6
No. of Employees Supervised	111	5	11	10	15
Asset Size (Millions)	119	\$12.0	\$14.7	\$15.0	\$17.0

AGRICULTURAL LOAN OFFICER					
Base Salary	11	\$19,120	\$23,812	\$24,000	\$27,200
Bonus	9	25	5,572	3,288	4,130
Total Compensation	11	20,294	28,371	24,000	33,700
Age	11	33	40	37	48
Years with Present Bank	11	5	11	10	15
Years in Position	11	3	8	8	12
No. of Employees Supervised	11	0	3	3	5
Asset Size (Millions)	11	\$13.0	\$15.5	\$16.0	\$17.0

BRANCH MANAGER					
Base Salary	23	\$11,350	\$15,776	\$15,600	\$18,600
Bonus	15	575	1,310	1,000	1,460
Total Compensation	23	11,650	16,630	16,600	20,466
Age	22	36	45	45	50
Years with Present Bank	23	5	10	8	12
Years in Position	23	2	4	3	5
No. of Employees Supervised	23	2	3	3	4
Asset Size (Millions)	23	\$12.0	\$15.4	\$16.0	\$17.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	7	\$10,800	\$19,129	\$17,000	\$25,075
Bonus	5	587	1,742	1,100	1,550
Total Compensation	7	11,033	20,373	17,000	27,843
Age	7	41	49	51	53
Years with Present Bank	7	3	8	7	11
Years in Position	7	2	3	3	4
No. of Employees Supervised	7	0	2	0	2
Asset Size (Millions)	7	\$12.0	\$14.6	\$14.0	\$16.5

COMMERCIAL LOAN OFFICER-SR.

Base Salary	16	\$21,000	\$23,364	\$23,750	\$25,000
Bonus	11	1,050	2,089	1,925	2,511
Total Compensation	16	21,000	24,800	25,013	26,500
Age	16	36	47	45	53
Years with Present Bank	16	2	11	8	14
Years in Position	16	2	6	4	8
No. of Employees Supervised	16	1	2	2	3
Asset Size (Millions)	16	\$13.0	\$15.4	\$15.5	\$17.0

COMMERCIAL LOAN OFFICER-JR.

Base Salary	10	\$12,700	\$17,058	\$18,300	\$19,150
Bonus	6	215	1,155	1,200	1,800
Total Compensation	10	12,790	17,751	19,000	20,350
Age	10	27	35	32	42
Years with Present Bank	10	3	8	6	12
Years in Position	10	1	3	2	5
No. of Employees Supervised	9	1	1	1	2
Asset Size (Millions)	10	\$15.0	\$16.3	\$16.5	\$18.0

CONTROLLER

Base Salary	17	\$15,000	\$17,609	\$18,200	\$19,463
Bonus	10	525	1,960	1,175	2,875
Total Compensation	17	15,000	18,761	18,600	21,150
Age	16	30	44	44	55
Years with Present Bank	17	4	19	18	29
Years in Position	16	2	6	4	6
No. of Employees Supervised	17	1	5	4	9
Asset Size (Millions)	17	\$13.0	\$15.2	\$16.0	\$17.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	40	\$16,800	\$18,647	\$18,000	\$21,100
Bonus	26	500	1,400	930	1,621
Total Compensation	40	17,500	19,557	18,703	21,500
Age	39	31	37	35	42
Years with Present Bank	39	2	7	5	9
Years in Position	37	1	4	3	4
No. of Employees Supervised	37	0	2	2	2
Asset Size (Millions)	40	\$12.0	\$14.7	\$15.0	\$17.0

INSTALMENT LOAN COLLECTOR					
Base Salary	10	\$11,800	\$13,444	\$12,690	\$13,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	11,950	13,666	12,690	13,350
Age	10	25	29	27	32
Years with Present Bank	10	2	3	3	3
Years in Position	10	1	3	3	3
No. of Employees Supervised	10	0	0	0	1
Asset Size (Millions)	10	\$14.0	\$15.6	\$15.5	\$17.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	17	\$15,750	\$17,944	\$18,000	\$19,500
Bonus	10	700	1,717	1,000	2,150
Total Compensation	17	16,233	18,954	18,750	20,500
Age	17	32	37	34	35
Years with Present Bank	17	4	7	5	7
Years in Position	17	2	5	4	5
No. of Employees Supervised	15	0	1	2	2
Asset Size (Millions)	17	\$12.0	\$14.8	\$14.0	\$17.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	17	\$12,280	\$13,858	\$13,650	\$15,500
Bonus	9	288	877	500	925
Total Compensation	17	12,355	14,322	14,000	16,000
Age	16	26	33	29	34
Years with Present Bank	17	4	8	7	8
Years in Position	16	1	2	2	3
No. of Employees Supervised	17	0	2	0	2
Asset Size (Millions)	17	\$14.0	\$15.5	\$16.0	\$17.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	14	\$11,000	\$12,786	\$12,140	\$14,290
Bonus	7	150	1,040	679	900
Total Compensation	14	11,563	13,306	12,430	14,630
Age	13	32	38	38	43
Years with Present Bank	14	2	7	6	9
Years in Position	13	1	3	1	4
No. of Employees Supervised	14	0	1	1	1
Asset Size (Millions)	14	\$14.5	\$16.2	\$17.0	\$18.0

MORTGAGE LOAN OFFICER					
Base Salary	5	\$12,760	\$16,428	\$14,400	\$14,610
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,020	17,212	14,820	15,160
Age	5	34	42	40	43
Years with Present Bank	5	6	12	13	15
Years in Position	5	3	4	3	4
No. of Employees Supervised	5	0	3	2	3
Asset Size (Millions)	5	\$12.5	\$15.2	\$15.0	\$16.5

OFFICER TRAINEE					
Base Salary	10	\$9,900	\$11,394	\$11,550	\$12,220
Bonus	6	225	600	375	650
Total Compensation	10	10,850	11,754	11,925	12,450
Age	10	22	28	26	30
Years with Present Bank	10	0	4	2	4
Years in Position	9	0	2	1	2
No. of Employees Supervised	9	0	3	1	3
Asset Size (Millions)	10	\$11.5	\$14.7	\$14.5	\$17.5

OPERATIONS OFFICER-SR.					
Base Salary	72	\$14,500	\$17,487	\$16,800	\$19,500
Bonus	42	500	1,663	1,153	2,000
Total Compensation	72	14,784	18,457	17,920	20,800
Age	71	33	41	41	47
Years with Present Bank	72	4	12	10	18
Years in Position	71	1	5	3	7
No. of Employees Supervised	69	5	9	10	13
Asset Size (Millions)	72	\$12.0	\$14.8	\$15.0	\$17.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	54	\$11,100	\$13,361	\$13,200	\$15,000
Bonus	29	450	880	625	1,100
Total Compensation	54	12,050	13,833	13,720	15,000
Age	52	33	41	42	47
Years with Present Bank	54	5	11	10	14
Years in Position	53	1	4	3	5
No. of Employees Supervised	50	3	7	6	9
Asset Size (Millions)	54	\$13.0	\$14.7	\$15.0	\$16.0

PERSONNEL OFFICER					
Base Salary	6	\$12,000	\$12,540	\$12,310	\$12,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,310	13,107	13,000	13,700
Age	6	42	51	52	55
Years with Present Bank	6	9	16	16	20
Years in Position	6	1	4	2	4
No. of Employees Supervised	6	1	6	5	9
Asset Size (Millions)	6	\$14.0	\$16.8	\$18.0	\$18.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$20 TO \$29 MILLION

Of the 856 banks submitting data for the East-North Central region, 130 banks were in the \$20 to \$29 Million asset size category.

GEOGRAPHIC REGION: 4
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	130	\$34,160	\$38,898	\$38,500	\$43,025
Bonus	81	2,000	5,235	4,000	7,310
Total Compensation	130	35,408	42,160	40,638	48,352
Age	130	43	50	50	56
Years with Present Bank	130	6	15	13	22
Years in Position	129	3	8	7	11
No. of Employees Supervised	124	16	22	21	25
Asset Size (Millions)	130	\$21.5	\$24.2	\$24.0	\$27.0

SECOND RANKING OFFICER					
Base Salary	112	\$23,750	\$27,667	\$27,500	\$31,200
Bonus	72	1,250	3,281	2,471	4,000
Total Compensation	112	25,450	29,776	28,530	33,333
Age	110	36	42	40	47
Years with Present Bank	112	4	12	11	16
Years in Position	111	2	6	4	8
No. of Employees Supervised	95	9	16	17	23
Asset Size (Millions)	112	\$21.0	\$24.2	\$24.0	\$27.0

AGRICULTURAL LOAN OFFICER					
Base Salary	22	\$18,500	\$22,241	\$21,500	\$24,496
Bonus	12	555	2,397	1,510	3,500
Total Compensation	22	19,033	23,548	23,350	26,875
Age	22	32	42	42	46
Years with Present Bank	22	3	9	6	9
Years in Position	22	2	6	3	7
No. of Employees Supervised	16	0	3	2	3
Asset Size (Millions)	22	\$21.0	\$23.9	\$23.5	\$26.0

BRANCH MANAGER					
Base Salary	39	\$14,060	\$16,928	\$17,000	\$19,100
Bonus	22	475	1,364	1,010	1,963
Total Compensation	39	14,660	17,698	17,535	20,017
Age	38	34	44	45	51
Years with Present Bank	38	5	11	9	14
Years in Position	38	1	4	3	6
No. of Employees Supervised	36	2	4	4	5
Asset Size (Millions)	39	\$23.0	\$25.1	\$25.0	\$27.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	13	\$13,750	\$16,861	\$15,000	\$19,500
Bonus	5	130	270	200	244
Total Compensation	13	13,750	16,964	15,288	19,500
Age	13	31	37	33	42
Years with Present Bank	13	2	6	3	8
Years in Position	13	1	2	2	3
No. of Employees Supervised	13	0	3	0	2
Asset Size (Millions)	13	\$20.5	\$23.3	\$24.0	\$24.5

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	22	\$19,500	\$24,477	\$24,000	\$26,850
Bonus	18	569	1,869	1,875	2,134
Total Compensation	22	21,175	26,006	26,150	28,900
Age	22	36	42	42	48
Years with Present Bank	22	5	8	9	11
Years in Position	22	2	4	3	7
No. of Employees Supervised	21	2	6	4	6
Asset Size (Millions)	22	\$21.0	\$24.9	\$25.0	\$28.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	15	\$15,050	\$18,887	\$19,000	\$21,750
Bonus	5	1,038	2,115	1,350	2,275
Total Compensation	15	15,650	19,592	19,000	23,675
Age	15	31	38	35	45
Years with Present Bank	15	3	10	7	14
Years in Position	15	1	3	2	4
No. of Employees Supervised	14	0	1	0	2
Asset Size (Millions)	15	\$22.5	\$24.3	\$24.0	\$26.0

CONTROLLER					
Base Salary	23	\$16,000	\$20,204	\$20,000	\$22,750
Bonus	12	500	1,259	1,000	1,500
Total Compensation	23	16,125	20,861	21,600	22,750
Age	22	32	42	43	51
Years with Present Bank	23	3	15	13	25
Years in Position	23	1	4	4	7
No. of Employees Supervised	22	2	9	7	14
Asset Size (Millions)	23	\$22.5	\$25.3	\$26.0	\$28.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	39	\$14,988	\$19,413	\$19,680	\$21,650
Bonus	18	589	2,163	1,548	3,401
Total Compensation	39	15,636	20,411	20,000	23,232
Age	39	30	39	33	48
Years with Present Bank	38	3	9	6	11
Years in Position	38	1	4	3	5
No. of Employees Supervised	36	0	4	2	4
Asset Size (Millions)	39	\$21.0	\$24.2	\$24.0	\$27.0

INSTALMENT LOAN COLLECTOR					
Base Salary	10	\$10,700	\$13,208	\$11,932	\$14,656
Bonus		INSUFFICIENT DATA			
Total Compensation	10	10,700	13,378	12,032	14,656
Age	10	25	35	33	39
Years with Present Bank	10	2	4	4	5
Years in Position	10	2	3	3	4
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	10	\$23.0	\$24.4	\$24.0	\$25.5

INSTALMENT LOAN OFFICER-SR.					
Base Salary	41	\$16,750	\$19,318	\$19,000	\$21,000
Bonus	29	760	1,553	1,200	1,936
Total Compensation	41	17,500	20,417	20,350	22,350
Age	41	30	37	36	41
Years with Present Bank	41	3	8	5	10
Years in Position	40	2	4	3	5
No. of Employees Supervised	36	1	3	2	4
Asset Size (Millions)	41	\$22.0	\$24.6	\$25.0	\$27.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	38	\$12,350	\$14,897	\$15,073	\$16,750
Bonus	20	540	970	830	1,200
Total Compensation	38	12,620	15,407	15,300	16,840
Age	37	25	34	31	36
Years with Present Bank	37	2	6	4	8
Years in Position	36	1	3	2	3
No. of Employees Supervised	33	0	2	1	2
Asset Size (Millions)	38	\$22.5	\$24.4	\$24.0	\$26.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	20	\$11,000	\$14,033	\$14,318	\$16,000
Bonus	12	370	661	500	1,150
Total Compensation	20	11,370	14,430	14,675	16,000
Age	20	30	42	44	48
Years with Present Bank	20	4	12	10	18
Years in Position	19	1	3	2	2
No. of Employees Supervised	17	0	3	1	4
Asset Size (Millions)	20	\$20.0	\$23.9	\$23.5	\$28.0

MORTGAGE LOAN OFFICER					
Base Salary	16	\$14,750	\$18,554	\$19,500	\$21,600
Bonus	10	530	1,549	743	1,571
Total Compensation	16	14,800	19,522	20,050	22,500
Age	16	31	42	41	50
Years with Present Bank	16	2	9	6	13
Years in Position	16	1	4	4	5
No. of Employees Supervised	15	0	1	1	2
Asset Size (Millions)	16	\$22.0	\$24.6	\$24.0	\$26.0

OFFICER TRAINEE					
Base Salary	8	\$10,500	\$12,540	\$12,000	\$13,000
Bonus	5	425	760	750	925
Total Compensation	8	10,500	13,015	12,500	14,100
Age	8	24	28	29	29
Years with Present Bank	8	1	2	1	2
Years in Position	8	1	1	2	2
No. of Employees Supervised	6	0	1	0	0
Asset Size (Millions)	8	\$21.0	\$25.1	\$25.5	\$27.0

OPERATIONS OFFICER-SR.					
Base Salary	71	\$15,000	\$19,711	\$19,000	\$22,250
Bonus	43	607	1,583	1,100	1,900
Total Compensation	71	15,925	20,670	19,500	23,175
Age	69	35	41	40	47
Years with Present Bank	69	6	13	10	18
Years in Position	67	2	5	3	6
No. of Employees Supervised	65	7	14	12	19
Asset Size (Millions)	71	\$21.0	\$24.1	\$24.0	\$27.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	61	\$11,500	\$14,261	\$13,500	\$16,050
Bonus	37	488	1,053	915	1,238
Total Compensation	61	12,301	14,899	14,000	16,715
Age	60	30	40	39	49
Years with Present Bank	60	6	11	10	16
Years in Position	59	1	4	2	5
No. of Employees Supervised	55	2	7	6	10
Asset Size (Millions)	61	\$21.0	\$23.9	\$24.0	\$26.0

PERSONNEL OFFICER					
Base Salary	11	\$13,750	\$15,206	\$15,210	\$16,050
Bonus		INSUFFICIENT DATA			
Total Compensation	11	14,650	15,727	15,834	16,454
Age	11	42	48	50	53
Years with Present Bank	11	6	14	12	20
Years in Position	11	2	4	3	6
No. of Employees Supervised	11	0	11	12	15
Asset Size (Millions)	11	\$23.5	\$25.4	\$26.0	\$27.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$30 TO \$39 MILLION

Of the 856 banks submitting data for the East-North Central region, 99 banks were in the \$30 to \$39 Million asset size category.

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	98	\$36,000	\$43,228	\$42,250	\$49,660
Bonus	66	2,350	6,284	5,000	7,750
Total Compensation	98	38,000	47,460	46,834	54,650
Age	98	45	51	50	56
Years with Present Bank	97	8	17	16	25
Years in Position	95	3	8	7	12
No. of Employees Supervised	98	25	32	31	40
Asset Size (Millions)	98	\$31.0	\$34.0	\$34.0	\$36.0

SECOND RANKING OFFICER					
Base Salary	91	\$25,400	\$30,697	\$29,743	\$36,000
Bonus	57	1,663	3,980	3,100	4,929
Total Compensation	91	27,200	33,190	32,000	38,500
Age	91	38	46	44	53
Years with Present Bank	91	8	16	14	24
Years in Position	89	2	6	5	10
No. of Employees Supervised	85	11	26	28	36
Asset Size (Millions)	91	\$31.0	\$34.1	\$34.0	\$36.0

AGRICULTURAL LOAN OFFICER					
Base Salary	15	\$19,365	\$22,674	\$22,000	\$23,765
Bonus	12	1,000	2,102	2,000	2,400
Total Compensation	15	20,765	24,356	23,375	27,646
Age	15	30	40	36	49
Years with Present Bank	15	3	7	5	11
Years in Position	15	1	5	3	8
No. of Employees Supervised	15	0	1	1	2
Asset Size (Millions)	15	\$34.0	\$35.3	\$35.0	\$37.0

BRANCH MANAGER					
Base Salary	40	\$13,500	\$18,180	\$17,150	\$22,250
Bonus	18	650	1,800	1,094	2,243
Total Compensation	40	14,625	18,990	18,086	23,190
Age	40	33	42	42	50
Years with Present Bank	40	3	10	8	14
Years in Position	40	1	4	2	4
No. of Employees Supervised	39	2	5	4	5
Asset Size (Millions)	40	\$31.0	\$34.2	\$34.0	\$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	19	\$17,200	\$22,113	\$22,500	\$25,300
Bonus	10	937	1,649	1,458	1,792
Total Compensation	19	17,802	22,981	23,000	27,410
Age	19	37	47	45	50
Years with Present Bank	19	3	10	7	13
Years in Position	18	1	3	3	3
No. of Employees Supervised	19	0	1	0	2
Asset Size (Millions)	19	\$31.0	\$34.2	\$35.0	\$36.0

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	44	\$21,600	\$25,227	\$24,270	\$28,400
Bonus	23	713	1,892	1,700	2,500
Total Compensation	44	23,000	26,216	25,600	29,000
Age	43	34	40	38	44
Years with Present Bank	44	3	9	7	13
Years in Position	44	2	4	3	4
No. of Employees Supervised	41	2	5	4	6
Asset Size (Millions)	44	\$32.0	\$34.7	\$35.0	\$37.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	14	\$15,500	\$17,481	\$17,525	\$19,029
Bonus	8	500	1,855	1,373	1,972
Total Compensation	14	15,650	18,541	19,029	19,574
Age	14	32	36	37	40
Years with Present Bank	14	3	7	7	9
Years in Position	14	1	2	2	3
No. of Employees Supervised	12	0	4	2	4
Asset Size (Millions)	14	\$30.5	\$33.2	\$33.0	\$34.5

CONTROLLER					
Base Salary	27	\$17,250	\$21,832	\$21,400	\$26,465
Bonus	16	900	2,827	1,865	2,600
Total Compensation	27	18,552	23,507	22,800	28,000
Age	27	34	43	42	53
Years with Present Bank	27	5	13	11	20
Years in Position	26	1	5	2	7
No. of Employees Supervised	27	0	9	3	7
Asset Size (Millions)	27	\$32.0	\$34.3	\$34.0	\$36.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	35	\$17,100	\$20,656	\$20,134	\$23,000
Bonus	19	775	1,851	1,944	2,184
Total Compensation	35	18,250	21,661	21,384	24,809
Age	35	31	40	38	48
Years with Present Bank	35	4	10	8	13
Years in Position	33	2	6	4	9
No. of Employees Supervised	31	1	6	3	6
Asset Size (Millions)	35	\$31.0	\$34.3	\$35.0	\$36.0

INSTALMENT. LOAN COLLECTOR					
Base Salary	12	\$8,500	\$11,478	\$11,850	\$12,456
Bonus	6	238	574	400	675
Total Compensation	12	9,200	11,765	11,850	12,480
Age	12	23	31	26	34
Years with Present Bank	12	1	4	3	6
Years in Position	12	1	2	1	2
No. of Employees Supervised	12	0	0	0	0
Asset Size (Millions)	12	\$31.0	\$34.2	\$34.5	\$36.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	55	\$16,700	\$20,360	\$20,000	\$23,220
Bonus	35	788	1,836	2,000	2,316
Total Compensation	55	17,825	21,529	21,000	25,000
Age	54	32	39	36	44
Years with Present Bank	54	3	8	7	10
Years in Position	53	2	4	3	5
No. of Employees Supervised	53	1	3	3	5
Asset Size (Millions)	55	\$32.0	\$34.3	\$34.0	\$36.5

INSTALMENT LOAN OFFICER-JR.					
Base Salary	36	\$13,100	\$14,979	\$14,983	\$16,934
Bonus	22	469	1,277	950	1,500
Total Compensation	36	14,000	15,760	15,824	18,375
Age	36	28	37	35	42
Years with Present Bank	36	3	9	7	11
Years in Position	35	1	4	2	4
No. of Employees Supervised	34	0	2	1	2
Asset Size (Millions)	36	\$32.0	\$34.1	\$34.0	\$35.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	34	\$13,050	\$15,723	\$15,300	\$17,500
Bonus	18	570	1,210	1,001	1,646
Total Compensation	34	13,560	16,363	15,800	18,750
Age	33	30	41	42	52
Years with Present Bank	33	5	12	9	15
Years in Position	32	2	4	3	5
No. of Employees Supervised	29	0	2	0	1
Asset Size (Millions)	34	\$32.0	\$34.2	\$34.0	\$36.0

MORTGAGE LOAN OFFICER					
Base Salary	24	\$13,000	\$18,600	\$19,070	\$23,700
Bonus	9	950	1,417	1,145	1,582
Total Compensation	24	13,000	19,131	19,070	23,700
Age	24	34	42	42	49
Years with Present Bank	24	5	14	10	16
Years in Position	23	1	4	3	7
No. of Employees Supervised	24	0	1	1	2
Asset Size (Millions)	24	\$32.0	\$34.4	\$34.5	\$35.0

OFFICER TRAINEE					
Base Salary	20	\$10,000	\$12,289	\$11,693	\$14,500
Bonus	9	250	1,230	900	1,298
Total Compensation	20	10,160	12,842	11,869	15,000
Age	20	24	30	26	31
Years with Present Bank	20	1	4	2	5
Years in Position	20	0	1	1	2
No. of Employees Supervised	19	0	2	0	4
Asset Size (Millions)	20	\$33.0	\$35.2	\$35.0	\$38.0

OPERATIONS OFFICER-SR.					
Base Salary	65	\$19,249	\$23,147	\$22,900	\$25,500
Bonus	39	1,223	2,194	2,000	2,775
Total Compensation	65	20,487	24,463	23,900	27,272
Age	65	35	43	42	48
Years with Present Bank	65	7	13	12	19
Years in Position	64	2	6	4	7
No. of Employees Supervised	63	8	19	16	26
Asset Size (Millions)	65	\$31.0	\$34.1	\$34.0	\$36.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	50	\$12,850	\$15,075	\$14,950	\$16,050
Bonus	27	750	1,208	1,125	1,530
Total Compensation	50	13,500	15,727	15,200	17,080
Age	49	34	42	42	50
Years with Present Bank	50	6	13	11	17
Years in Position	49	1	4	2	5
No. of Employees Supervised	47	5	10	8	14
Asset Size (Millions)	50	\$31.0	\$33.8	\$34.0	\$36.0

PERSONNEL OFFICER					
Base Salary	15	\$13,100	\$15,642	\$15,000	\$18,100
Bonus	8	300	1,188	920	1,500
Total Compensation	15	13,250	16,275	16,915	18,275
Age	15	35	41	40	46
Years with Present Bank	15	6	12	11	18
Years in Position	15	1	3	2	4
No. of Employees Supervised	14	0	6	2	4
Asset Size (Millions)	15	\$33.0	\$35.2	\$35.0	\$37.5

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$40 TO \$49 MILLION

Of the 856 banks submitting data for the East-North Central region, 93 banks were in the \$40 to \$49 Million asset size category.

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	93	\$41,000	\$48,619	\$48,000	\$52,000
Bonus	55	2,500	6,635	4,209	7,281
Total Compensation	93	42,500	52,543	50,484	58,100
Age	93	43	51	51	57
Years with Present Bank	93	8	17	15	23
Years in Position	90	3	8	7	12
No. of Employees Supervised	88	32	42	40	45
Asset Size (Millions)	93	\$42.0	\$45.4	\$45.0	\$48.0

SECOND RANKING OFFICER					
Base Salary	76	\$30,750	\$35,723	\$34,458	\$40,000
Bonus	42	2,000	4,013	3,025	5,048
Total Compensation	76	31,700	37,941	35,450	43,000
Age	76	43	48	47	52
Years with Present Bank	76	6	15	14	22
Years in Position	73	2	6	3	8
No. of Employees Supervised	66	10	29	31	41
Asset Size (Millions)	76	\$42.0	\$45.7	\$45.0	\$48.0

AGRICULTURAL LOAN OFFICER					
Base Salary	25	\$19,000	\$24,091	\$24,000	\$27,600
Bonus	11	1,000	2,719	2,000	2,797
Total Compensation	25	19,000	25,288	27,000	29,000
Age	26	35	45	44	54
Years with Present Bank	26	5	11	8	16
Years in Position	24	2	6	4	9
No. of Employees Supervised	21	0	1	1	2
Asset Size (Millions)	26	\$44.0	\$46.7	\$47.0	\$49.0

BRANCH MANAGER					
Base Salary	49	\$13,900	\$17,395	\$16,000	\$19,750
Bonus	22	700	1,553	1,399	2,073
Total Compensation	49	14,000	18,092	16,100	20,767
Age	49	34	40	39	46
Years with Present Bank	49	5	11	10	16
Years in Position	47	2	4	3	5
No. of Employees Supervised	44	4	6	5	7
Asset Size (Millions)	49	\$42.0	\$45.5	\$45.0	\$48.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	21	\$16,650	\$21,067	\$20,400	\$23,185
Bonus	13	250	1,456	850	1,575
Total Compensation	21	17,500	21,968	22,430	24,765
Age	21	37	45	46	55
Years with Present Bank	21	7	12	9	13
Years in Position	21	2	5	4	6
No. of Employees Supervised	19	0	3	1	4
Asset Size (Millions)	21	\$42.0	\$44.9	\$44.0	\$47.0

COMMERCIAL LOAN OFFICER-SR.

Base Salary	51	\$24,193	\$28,330	\$27,000	\$31,750
Bonus	25	1,350	2,952	2,100	3,653
Total Compensation	51	25,201	29,777	28,925	33,000
Age	50	34	41	39	46
Years with Present Bank	51	4	9	8	12
Years in Position	50	2	5	3	6
No. of Employees Supervised	49	3	5	4	6
Asset Size (Millions)	51	\$42.0	\$46.0	\$47.0	\$48.5

COMMERCIAL LOAN OFFICER-JR.

Base Salary	24	\$19,000	\$21,184	\$21,650	\$22,500
Bonus	11	100	1,413	1,288	1,800
Total Compensation	24	19,400	21,832	21,700	24,750
Age	24	31	38	35	43
Years with Present Bank	24	2	8	6	12
Years in Position	24	1	3	2	3
No. of Employees Supervised	21	0	2	1	2
Asset Size (Millions)	24	\$41.0	\$44.8	\$44.5	\$48.0

CONTROLLER

Base Salary	38	\$19,500	\$22,676	\$22,500	\$26,100
Bonus	19	618	1,862	1,849	2,500
Total Compensation	38	20,252	23,608	23,450	26,100
Age	38	34	40	39	43
Years with Present Bank	38	5	11	7	13
Years in Position	37	2	4	3	5
No. of Employees Supervised	36	1	6	3	7
Asset Size (Millions)	38	\$42.0	\$45.1	\$44.0	\$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	26	\$15,525	\$20,017	\$19,700	\$23,150
Bonus	13	250	1,439	875	1,409
Total Compensation	26	16,125	20,737	19,775	24,500
Age	26	31	39	36	43
Years with Present Bank	26	8	14	11	16
Years in Position	24	2	6	4	7
No. of Employees Supervised	24	1	3	2	4
Asset Size (Millions)	26	\$41.5	\$45.2	\$45.0	\$48.0

INSTALMENT LOAN COLLECTOR					
Base Salary	25	\$10,750	\$13,366	\$12,288	\$15,300
Bonus	7	163	793	485	1,121
Total Compensation	25	10,750	13,588	12,675	15,300
Age	25	26	33	30	33
Years with Present Bank	25	1	4	5	6
Years in Position	24	1	2	2	3
No. of Employees Supervised	22	0	1	0	2
Asset Size (Millions)	25	\$43.0	\$45.8	\$45.0	\$48.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	63	\$19,150	\$22,007	\$20,700	\$24,570
Bonus	32	762	1,886	1,693	2,300
Total Compensation	63	19,750	22,965	21,500	25,745
Age	63	33	40	37	46
Years with Present Bank	63	4	8	7	11
Years in Position	61	2	5	4	7
No. of Employees Supervised	57	2	3	3	4
Asset Size (Millions)	63	\$42.0	\$45.5	\$45.0	\$48.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	48	\$13,935	\$16,346	\$15,563	\$18,500
Bonus	23	462	1,128	1,200	1,525
Total Compensation	48	14,400	16,887	16,100	19,145
Age	48	29	34	31	37
Years with Present Bank	48	3	7	5	11
Years in Position	46	2	3	3	4
No. of Employees Supervised	40	0	2	1	2
Asset Size (Millions)	48	\$42.0	\$45.5	\$45.5	\$48.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	41	\$12,575	\$15,566	\$15,000	\$18,175
Bonus	22	411	1,056	1,006	1,467
Total Compensation	41	13,311	16,133	15,600	18,750
Age	41	30	39	37	46
Years with Present Bank	41	4	11	8	14
Years in Position	39	1	3	2	4
No. of Employees Supervised	36	0	0	0	0
Asset Size (Millions)	41	\$42.5	\$45.4	\$45.0	\$48.0

MORTGAGE LOAN OFFICER					
Base Salary	36	\$16,000	\$20,108	\$19,544	\$23,335
Bonus	20	300	1,524	1,200	2,282
Total Compensation	36	17,200	20,955	21,100	24,828
Age	36	33	42	40	49
Years with Present Bank	36	4	10	8	15
Years in Position	34	2	4	4	4
No. of Employees Supervised	32	1	2	1	3
Asset Size (Millions)	36	\$42.0	\$45.3	\$45.0	\$48.0

OFFICER TRAINEE					
Base Salary	12	\$11,180	\$13,234	\$12,000	\$14,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	11,980	13,384	12,190	14,500
Age	12	24	28	26	31
Years with Present Bank	12	1	3	2	3
Years in Position	12	1	1	1	2
No. of Employees Supervised	10	0	2	0	2
Asset Size (Millions)	12	\$42.0	\$45.8	\$45.0	\$48.0

OPERATIONS OFFICER-SR.					
Base Salary	61	\$21,125	\$25,185	\$24,000	\$28,500
Bonus	34	900	2,474	1,972	3,157
Total Compensation	61	22,325	26,565	25,314	30,500
Age	60	35	44	43	51
Years with Present Bank	61	4	15	12	21
Years in Position	60	2	6	4	6
No. of Employees Supervised	56	13	22	20	30
Asset Size (Millions)	61	\$42.0	\$45.4	\$45.0	\$48.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	47	\$13,810	\$16,466	\$16,200	\$18,548
Bonus	24	500	1,362	1,308	1,800
Total Compensation	47	14,660	17,162	17,100	19,612
Age	46	30	40	40	49
Years with Present Bank	46	4	10	10	14
Years in Position	45	1	4	3	6
No. of Employees Supervised	43	4	13	7	17
Asset Size (Millions)	47	\$41.5	\$44.9	\$45.0	\$48.0

PERSONNEL OFFICER					
Base Salary	25	\$15,600	\$19,442	\$18,804	\$21,800
Bonus	9	350	1,092	700	1,352
Total Compensation	25	16,045	19,835	18,804	22,400
Age	25	41	47	48	54
Years with Present Bank	25	8	16	15	19
Years in Position	24	1	4	3	4
No. of Employees Supervised	25	0	7	1	12
Asset Size (Millions)	25	\$43.0	\$46.2	\$46.0	\$48.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$50 TO \$99 MILLION

Of the 856 banks submitting data for the East-North Central region, 157 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 4
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	157	\$50,000	\$57,527	\$57,500	\$63,650
Bonus	65	2,615	8,330	6,500	11,054
Total Compensation	157	50,918	60,976	60,000	67,628
Age	156	46	51	52	58
Years with Present Bank	157	7	17	16	27
Years in Position	155	3	7	5	11
No. of Employees Supervised	155	57	70	70	88
Asset Size (Millions)	157	\$60.0	\$72.5	\$70.0	\$84.0

ADVERTISING OFFICER					
Base Salary	31	\$16,000	\$20,289	\$21,000	\$23,869
Bonus	13	750	1,321	1,000	1,750
Total Compensation	31	16,509	20,843	21,000	24,494
Age	30	34	45	47	54
Years with Present Bank	31	3	11	8	13
Years in Position	30	1	4	2	5
No. of Employees Supervised	31	0	2	0	3
Asset Size (Millions)	31	\$58.0	\$72.8	\$70.0	\$86.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	36	\$29,000	\$36,359	\$36,300	\$43,000
Bonus	16	750	2,426	1,803	3,500
Total Compensation	36	30,000	37,438	38,675	43,548
Age	36	35	46	45	54
Years with Present Bank	36	7	17	16	24
Years in Position	33	2	6	4	9
No. of Employees Supervised	36	1	22	4	21
Asset Size (Millions)	36	\$58.0	\$73.9	\$75.0	\$84.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	50	\$24,250	\$30,296	\$29,100	\$35,180
Bonus	19	1,000	2,720	2,000	3,350
Total Compensation	50	25,775	31,330	30,288	36,000
Age	49	37	45	43	50
Years with Present Bank	50	5	14	13	20
Years in Position	50	1	4	3	7
No. of Employees Supervised	49	22	42	38	61
Asset Size (Millions)	50	\$60.5	\$74.4	\$73.0	\$84.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	6	\$18,975	\$26,492	\$26,900	\$28,900
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,975	26,658	26,900	29,400
Age	6	32	42	41	50
Years with Present Bank	6	4	15	10	22
Years in Position	6	2	8	3	8
No. of Employees Supervised	6	8	26	33	35
Asset Size (Millions)	6	\$58.5	\$70.3	\$68.5	\$77.5

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	35	\$18,700	\$22,617	\$22,900	\$26,200
Bonus	12	1,500	2,472	2,228	2,800
Total Compensation	35	19,950	23,465	23,443	28,000
Age	35	38	44	42	52
Years with Present Bank	35	7	14	12	19
Years in Position	35	2	5	5	7
No. of Employees Supervised	35	10	16	12	16
Asset Size (Millions)	35	\$62.0	\$75.1	\$73.0	\$89.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	90	\$14,440	\$17,673	\$17,075	\$20,700
Bonus	29	520	1,037	900	1,332
Total Compensation	90	14,767	18,007	17,200	21,000
Age	89	32	42	40	51
Years with Present Bank	89	5	12	10	17
Years in Position	89	2	5	3	7
No. of Employees Supervised	89	4	5	5	7
Asset Size (Millions)	90	\$60.5	\$74.4	\$74.5	\$85.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	15	\$24,075	\$35,559	\$34,650	\$46,250
Bonus		INSUFFICIENT DATA			
Total Compensation	15	24,250	36,789	37,250	48,500
Age	15	40	48	47	55
Years with Present Bank	15	2	11	11	20
Years in Position	14	2	3	4	4
No. of Employees Supervised	15	0	16	3	18
Asset Size (Millions)	15	\$58.5	\$72.1	\$64.0	\$86.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	16	\$15,600	\$25,687	\$21,400	\$36,000
Bonus	6	175	1,937	835	2,775
Total Compensation	16	15,600	26,413	21,525	36,000
Age	16	42	50	51	56
Years with Present Bank	16	1	9	5	12
Years in Position	16	1	2	3	4
No. of Employees Supervised	16	0	1	0	1
Asset Size (Millions)	16	\$59.0	\$72.6	\$74.5	\$85.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	22	\$18,350	\$26,507	\$25,050	\$35,625
Bonus		INSUFFICIENT DATA			
Total Compensation	22	18,350	26,895	25,050	36,250
Age	22	36	45	44	55
Years with Present Bank	22	4	11	9	14
Years in Position	21	2	5	3	6
No. of Employees Supervised	21	1	9	4	10
Asset Size (Millions)	22	\$66.0	\$76.9	\$74.0	\$92.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	97	\$28,800	\$34,041	\$33,000	\$38,570
Bonus	43	1,254	3,179	2,500	4,040
Total Compensation	97	30,000	35,450	34,500	41,000
Age	96	36	44	43	50
Years with Present Bank	97	4	12	9	17
Years in Position	96	2	5	3	6
No. of Employees Supervised	96	5	9	8	12
Asset Size (Millions)	97	\$63.0	\$74.8	\$74.0	\$86.5

COMMERCIAL LOAN OFFICER					
Base Salary	102	\$22,000	\$27,933	\$26,650	\$31,250
Bonus	32	699	2,300	1,998	3,000
Total Compensation	102	23,000	28,655	27,000	32,063
Age	101	34	41	39	47
Years with Present Bank	101	4	10	8	13
Years in Position	100	2	5	3	6
No. of Employees Supervised	100	0	3	1	4
Asset Size (Millions)	102	\$60.0	\$73.6	\$72.0	\$85.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	47	\$15,375	\$19,434	\$18,480	\$21,575
Bonus	16	750	1,563	1,700	2,000
Total Compensation	47	15,950	19,966	18,941	21,975
Age	47	27	35	31	39
Years with Present Bank	47	2	7	4	9
Years in Position	46	1	2	2	3
No. of Employees Supervised	47	0	1	0	2
Asset Size (Millions)	47	\$60.0	\$73.0	\$70.0	\$84.5

EDP OFFICER-SR.					
Base Salary	35	\$17,000	\$22,568	\$22,000	\$27,208
Bonus	14	546	1,451	1,044	2,325
Total Compensation	35	17,100	23,148	23,000	27,779
Age	34	31	37	35	43
Years with Present Bank	35	5	10	10	14
Years in Position	35	2	5	3	6
No. of Employees Supervised	35	4	8	6	11
Asset Size (Millions)	35	\$60.5	\$73.0	\$73.0	\$84.0

FINANCIAL OFFICER-SR.					
Base Salary	80	\$22,000	\$27,205	\$27,542	\$31,500
Bonus	33	885	2,867	2,300	3,303
Total Compensation	80	22,000	28,388	28,139	32,000
Age	80	32	39	37	44
Years with Present Bank	80	3	11	8	15
Years in Position	80	1	4	3	6
No. of Employees Supervised	80	2	13	5	13
Asset Size (Millions)	80	\$64.0	\$75.4	\$73.0	\$89.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	61	\$14,000	\$16,218	\$16,000	\$18,000
Bonus	22	300	1,026	950	1,565
Total Compensation	61	14,000	16,588	16,276	19,375
Age	61	29	39	34	48
Years with Present Bank	60	2	6	4	7
Years in Position	59	1	3	2	4
No. of Employees Supervised	61	0	1	1	2
Asset Size (Millions)	61	\$61.0	\$74.4	\$73.0	\$86.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	109	\$20,550	\$24,419	\$24,000	\$27,908
Bonus	40	950	2,232	1,950	2,569
Total Compensation	109	21,746	25,238	25,000	28,550
Age	108	34	41	41	49
Years with Present Bank	109	5	11	9	15
Years in Position	107	2	5	4	8
No. of Employees Supervised	108	3	5	5	7
Asset Size (Millions)	109	\$61.0	\$73.9	\$72.0	\$85.5

INSTALMENT LOAN OFFICER					
Base Salary	123	\$15,900	\$18,783	\$18,200	\$21,120
Bonus	41	637	1,326	1,200	1,903
Total Compensation	123	16,000	19,225	18,500	21,750
Age	122	30	38	37	44
Years with Present Bank	123	4	9	7	14
Years in Position	123	1	4	3	6
No. of Employees Supervised	123	0	2	0	2
Asset Size (Millions)	123	\$60.5	\$73.2	\$72.0	\$84.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	127	\$15,581	\$19,019	\$18,100	\$22,000
Bonus	48	575	1,328	1,095	1,800
Total Compensation	127	15,929	19,511	18,720	22,000
Age	127	29	39	35	48
Years with Present Bank	128	3	10	7	13
Years in Position	126	2	4	3	4
No. of Employees Supervised	126	0	2	1	1
Asset Size (Millions)	128	\$61.0	\$72.9	\$72.0	\$84.0

LOAN REVIEW OFFICER					
Base Salary	8	\$15,800	\$24,727	\$20,657	\$23,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,800	24,774	20,845	23,500
Age	8	31	41	38	49
Years with Present Bank	8	7	14	12	16
Years in Position	7	1	3	3	3
No. of Employees Supervised	8	0	3	2	4
Asset Size (Millions)	8	\$56.0	\$69.5	\$67.0	\$70.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MARKETING DIRECTOR					
Base Salary	43	\$16,250	\$22,323	\$21,000	\$25,550
Bonus	17	678	2,467	1,500	3,228
Total Compensation	43	17,540	23,298	22,000	26,350
Age	44	34	43	40	51
Years with Present Bank	44	4	10	8	13
Years in Position	43	2	5	3	6
No. of Employees Supervised	44	0	3	1	2
Asset Size (Millions)	44	\$61.0	\$73.7	\$72.0	\$85.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	59	\$22,700	\$26,999	\$27,000	\$30,838
Bonus	23	982	4,137	2,000	2,940
Total Compensation	59	23,700	28,612	28,400	33,000
Age	58	38	46	45	54
Years with Present Bank	59	6	15	13	22
Years in Position	58	3	6	5	7
No. of Employees Supervised	59	1	3	2	4
Asset Size (Millions)	59	\$62.0	\$74.3	\$76.0	\$83.5

MORTGAGE LOAN OFFICER					
Base Salary	53	\$18,550	\$22,190	\$21,714	\$24,416
Bonus	15	990	2,038	1,500	2,300
Total Compensation	53	19,250	22,767	21,800	25,275
Age	53	34	43	42	51
Years with Present Bank	53	5	12	9	15
Years in Position	52	2	4	3	5
No. of Employees Supervised	52	1	2	1	2
Asset Size (Millions)	53	\$60.5	\$74.6	\$73.0	\$91.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	25	\$13,150	\$16,176	\$16,200	\$18,900
Bonus	11	294	849	500	1,065
Total Compensation	25	13,270	16,549	16,240	19,034
Age	24	29	38	34	43
Years with Present Bank	25	3	8	7	11
Years in Position	25	1	2	2	2
No. of Employees Supervised	25	0	1	0	2
Asset Size (Millions)	25	\$60.5	\$74.4	\$74.0	\$85.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	70	\$12,530	\$15,372	\$14,740	\$17,350
Bonus	21	512	1,111	1,000	1,500
Total Compensation	70	12,680	15,705	15,150	17,550
Age	70	39	47	49	55
Years with Present Bank	70	8	16	16	20
Years in Position	69	2	4	3	5
No. of Employees Supervised	70	1	4	3	5
Asset Size (Millions)	70	\$61.0	\$73.8	\$73.0	\$85.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	13	\$11,314	\$13,127	\$13,000	\$14,050
Bonus		INSUFFICIENT DATA			
Total Compensation	13	11,930	13,380	13,000	14,075
Age	13	25	28	26	33
Years with Present Bank	13	2	2	3	3
Years in Position	13	0	1	1	2
No. of Employees Supervised	12	0	0	0	0
Asset Size (Millions)	13	\$64.0	\$76.2	\$77.0	\$86.5

OPERATIONS OFFICER-SR.					
Base Salary	125	\$24,100	\$29,380	\$29,000	\$35,000
Bonus	48	1,200	2,574	2,000	3,150
Total Compensation	125	24,875	30,368	30,000	35,941
Age	124	36	44	44	52
Years with Present Bank	125	6	14	12	22
Years in Position	123	2	5	4	6
No. of Employees Supervised	122	15	36	31	51
Asset Size (Millions)	125	\$61.0	\$73.0	\$70.0	\$84.5

PERSONNEL OFFICER-SR.					
Base Salary	82	\$16,263	\$19,441	\$18,700	\$22,500
Bonus	29	570	1,576	1,000	2,100
Total Compensation	82	16,263	19,999	18,900	23,000
Age	82	32	43	44	52
Years with Present Bank	82	4	12	11	18
Years in Position	80	2	4	3	5
No. of Employees Supervised	79	0	10	1	4
Asset Size (Millions)	82	\$60.5	\$73.8	\$72.0	\$85.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	32	\$16,500	\$20,289	\$18,750	\$24,000
Bonus	12	740	1,202	1,090	1,520
Total Compensation	32	16,720	20,739	19,000	24,000
Age	32	38	46	48	53
Years with Present Bank	32	4	14	11	20
Years in Position	31	1	3	2	4
No. of Employees Supervised	30	0	5	1	4
Asset Size (Millions)	32	\$60.0	\$70.6	\$66.0	\$79.0

TRAINING DIRECTOR					
Base Salary	9	\$12,750	\$15,299	\$15,000	\$15,750
Bonus		INSUFFICIENT DATA			
Total Compensation	9	12,978	15,744	15,800	16,525
Age	9	30	40	38	43
Years with Present Bank	9	5	11	9	13
Years in Position	8	0	2	2	3
No. of Employees Supervised	8	0	4	4	8
Asset Size (Millions)	9	\$60.5	\$70.6	\$67.0	\$78.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	85	\$25,200	\$30,485	\$30,000	\$35,820
Bonus	32	1,100	2,688	2,088	3,500
Total Compensation	85	25,775	31,498	31,154	36,400
Age	84	35	43	41	49
Years with Present Bank	85	3	9	8	13
Years in Position	85	2	6	5	8
No. of Employees Supervised	83	2	3	3	4
Asset Size (Millions)	85	\$61.0	\$73.7	\$73.0	\$84.0

TRUST OPERATIONS MANAGER					
Base Salary	41	\$13,650	\$17,412	\$16,000	\$20,060
Bonus	16	300	956	778	1,300
Total Compensation	41	14,250	17,786	16,356	20,160
Age	41	31	38	36	43
Years with Present Bank	41	3	9	9	12
Years in Position	41	2	4	2	6
No. of Employees Supervised	41	1	2	1	3
Asset Size (Millions)	41	\$63.0	\$74.8	\$76.0	\$85.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$100 TO \$249 MILLION

Of the 856 banks submitting data for the East-North Central region, 129 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

International Banking Officer-Sr.

GEOGRAPHIC REGION: 4

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	129	\$65,000	\$76,420	\$74,500	\$86,000
Bonus	52	3,334	12,349	7,600	19,000
Total Compensation	129	66,150	81,398	76,043	92,000
Age	129	46	52	52	58
Years with Present Bank	129	7	18	16	26
Years in Position	129	2	7	6	10
No. of Employees Supervised	126	99	135	128	182
Asset Size (Millions)	129	\$115.5	\$152.5	\$148.0	\$174.5

ADVERTISING OFFICER					
Base Salary	44	\$16,000	\$25,718	\$24,000	\$30,000
Bonus	18	658	1,958	1,688	2,279
Total Compensation	44	17,000	26,519	24,600	31,500
Age	42	32	42	40	50
Years with Present Bank	44	4	10	8	12
Years in Position	44	1	4	3	5
No. of Employees Supervised	42	0	13	1	2
Asset Size (Millions)	44	\$123.0	\$153.7	\$151.0	\$172.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	57	\$27,150	\$37,419	\$35,400	\$44,182
Bonus	21	1,387	3,200	2,600	4,125
Total Compensation	57	27,669	38,597	36,799	45,000
Age	57	37	45	42	51
Years with Present Bank	57	5	14	11	20
Years in Position	56	2	5	4	8
No. of Employees Supervised	57	1	10	2	4
Asset Size (Millions)	57	\$128.5	\$167.1	\$161.0	\$205.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	52	\$25,700	\$32,526	\$32,000	\$36,300
Bonus	11	894	3,045	2,000	4,250
Total Compensation	52	25,700	33,170	33,000	38,000
Age	52	37	43	41	48
Years with Present Bank	52	6	14	13	17
Years in Position	51	2	4	2	5
No. of Employees Supervised	51	23	69	66	108
Asset Size (Millions)	52	\$124.0	\$164.1	\$156.0	\$200.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE (31+)					
Base Salary	10	\$19,150	\$24,509	\$23,100	\$27,400
Bonus		INSUFFICIENT DATA			
Total Compensation	10	19,150	25,254	23,100	28,800
Age	10	30	37	35	42
Years with Present Bank	10	6	12	10	14
Years in Position	10	1	3	3	3
No. of Employees Supervised	9	23	29	31	32
Asset Size (Millions)	10	\$131.0	\$171.3	\$162.5	\$194.5

BRANCH MANAGER-MEDIUM (10-30)					
Base Salary	69	\$19,000	\$22,022	\$20,852	\$24,000
Bonus	17	475	1,291	1,120	1,600
Total Compensation	69	19,300	22,340	21,200	24,500
Age	69	32	40	39	47
Years with Present Bank	69	7	13	12	17
Years in Position	69	2	5	4	6
No. of Employees Supervised	69	11	14	13	15
Asset Size (Millions)	69	\$126.0	\$160.8	\$155.0	\$189.0

BRANCH MANAGER-SMALL (-10)					
Base Salary	84	\$16,800	\$19,398	\$18,750	\$22,000
Bonus	16	420	1,129	882	1,400
Total Compensation	84	16,900	19,613	19,016	22,000
Age	84	33	42	40	51
Years with Present Bank	84	7	13	11	18
Years in Position	84	2	5	4	6
No. of Employees Supervised	84	5	6	6	8
Asset Size (Millions)	84	\$115.0	\$153.3	\$142.0	\$181.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	38	\$27,800	\$32,944	\$31,700	\$37,975
Bonus	10	1,200	3,134	2,838	3,500
Total Compensation	38	28,000	33,769	31,713	38,700
Age	38	39	46	45	53
Years with Present Bank	38	3	11	10	16
Years in Position	36	2	4	3	5
No. of Employees Supervised	35	1	10	2	4
Asset Size (Millions)	38	\$119.5	\$158.8	\$156.0	\$198.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	29	\$19,000	\$22,927	\$24,000	\$26,550
Bonus	7	549	973	1,000	1,270
Total Compensation	29	19,000	23,162	24,100	26,800
Age	29	38	49	49	56
Years with Present Bank	29	3	11	9	14
Years in Position	28	1	4	3	5
No. of Employees Supervised	29	0	1	0	1
Asset Size (Millions)	29	\$126.0	\$160.8	\$157.0	\$175.5

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	48	\$15,600	\$22,851	\$20,500	\$27,000
Bonus	13	704	2,373	1,400	2,675
Total Compensation	48	15,600	23,493	20,500	28,300
Age	47	31	39	38	46
Years with Present Bank	47	3	9	6	13
Years in Position	46	2	4	3	4
No. of Employees Supervised	47	1	8	2	6
Asset Size (Millions)	48	\$123.0	\$161.1	\$152.5	\$199.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	102	\$31,513	\$38,253	\$37,250	\$42,452
Bonus	36	1,300	3,981	2,507	4,050
Total Compensation	102	32,500	39,658	39,075	43,538
Age	102	36	43	41	49
Years with Present Bank	102	3	10	9	15
Years in Position	99	2	4	3	6
No. of Employees Supervised	101	5	9	7	10
Asset Size (Millions)	102	\$116.5	\$157.8	\$151.0	\$194.5

COMMERCIAL LOAN OFFICER					
Base Salary	109	\$24,000	\$28,154	\$28,000	\$31,010
Bonus	30	706	2,476	1,520	3,150
Total Compensation	109	24,275	28,835	28,310	32,005
Age	109	33	40	36	45
Years with Present Bank	109	4	9	8	13
Years in Position	107	2	4	3	5
No. of Employees Supervised	108	0	2	1	4
Asset Size (Millions)	109	\$114.5	\$153.8	\$148.0	\$178.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	67	\$18,000	\$21,636	\$21,000	\$23,900
Bonus	19	275	1,145	500	1,220
Total Compensation	67	18,375	21,960	21,000	24,130
Age	67	27	35	33	39
Years with Present Bank	67	3	8	7	10
Years in Position	64	1	3	2	4
No. of Employees Supervised	66	0	1	0	2
Asset Size (Millions)	67	\$124.0	\$162.7	\$154.0	\$201.0

CORRESPONDENT BANK OFFICER-SR.					
Base Salary	10	\$24,250	\$30,556	\$29,128	\$33,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	24,838	30,673	29,128	33,000
Age	10	36	47	46	52
Years with Present Bank	10	4	18	10	23
Years in Position	9	2	5	4	6
No. of Employees Supervised	10	1	6	3	5
Asset Size (Millions)	10	\$133.0	\$173.5	\$165.0	\$192.5

EDP OFFICER-SR.					
Base Salary	69	\$23,700	\$29,138	\$29,000	\$32,650
Bonus	22	615	2,464	1,365	3,350
Total Compensation	69	24,000	29,924	29,500	33,963
Age	69	34	39	38	44
Years with Present Bank	69	5	11	10	14
Years in Position	68	2	5	3	7
No. of Employees Supervised	68	6	17	10	21
Asset Size (Millions)	69	\$121.5	\$158.1	\$151.0	\$183.0

FINANCIAL OFFICER-SR.					
Base Salary	105	\$27,250	\$33,530	\$33,000	\$38,150
Bonus	29	798	2,877	2,000	3,273
Total Compensation	105	27,752	34,325	33,500	38,350
Age	104	33	40	38	45
Years with Present Bank	105	4	10	8	13
Years in Position	103	2	5	4	7
No. of Employees Supervised	102	4	11	6	10
Asset Size (Millions)	105	\$116.0	\$154.4	\$149.0	\$178.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	73	\$14,664	\$17,189	\$16,400	\$18,100
Bonus	14	374	1,427	1,043	2,150
Total Compensation	73	14,850	17,463	16,700	18,685
Age	71	29	36	35	41
Years with Present Bank	71	3	7	5	9
Years in Position	70	1	3	2	3
No. of Employees Supervised	71	1	3	2	4
Asset Size (Millions)	73	\$116.0	\$155.2	\$149.0	\$181.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	113	\$22,620	\$27,883	\$27,500	\$31,550
Bonus	33	540	16,286	1,533	2,375
Total Compensation	113	23,278	32,639	28,000	32,376
Age	113	38	44	44	50
Years with Present Bank	113	5	12	11	17
Years in Position	110	2	5	4	7
No. of Employees Supervised	111	5	10	8	12
Asset Size (Millions)	113	\$116.0	\$153.2	\$148.0	\$178.0

INSTALMENT LOAN OFFICER					
Base Salary	110	\$16,500	\$19,592	\$19,180	\$22,000
Bonus	28	502	1,406	1,050	1,750
Total Compensation	110	16,683	19,950	19,410	22,000
Age	108	32	40	38	46
Years with Present Bank	109	5	10	9	14
Years in Position	108	1	4	3	6
No. of Employees Supervised	107	0	3	1	6
Asset Size (Millions)	110	\$115.5	\$153.8	\$148.0	\$178.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	116	\$19,000	\$22,785	\$22,500	\$25,000
Bonus	34	605	9,570	1,218	2,013
Total Compensation	116	19,250	25,590	22,955	26,200
Age	115	31	40	38	51
Years with Present Bank	116	3	10	8	16
Years in Position	114	2	5	3	7
No. of Employees Supervised	114	1	3	2	3
Asset Size (Millions)	116	\$117.0	\$155.1	\$149.0	\$181.0

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	26	\$20,050	\$25,386	\$24,900	\$28,900
Bonus	6	294	1,288	570	1,095
Total Compensation	26	20,050	25,683	25,002	29,650
Age	26	36	43	43	53
Years with Present Bank	26	3	9	5	14
Years in Position	26	1	3	2	3
No. of Employees Supervised	25	0	5	0	4
Asset Size (Millions)	26	\$153.0	\$177.2	\$169.0	\$204.0

MARKETING DIRECTOR					
Base Salary	54	\$22,175	\$29,054	\$28,825	\$33,235
Bonus	15	496	2,116	2,080	2,938
Total Compensation	54	22,175	29,642	29,498	34,052
Age	52	35	43	44	50
Years with Present Bank	53	4	10	8	14
Years in Position	51	2	5	4	8
No. of Employees Supervised	53	1	6	2	4
Asset Size (Millions)	54	\$122.0	\$162.9	\$153.0	\$201.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	78	\$24,800	\$29,723	\$29,650	\$33,000
Bonus	23	875	2,336	1,500	2,613
Total Compensation	78	25,078	30,412	29,988	33,335
Age	78	37	46	43	54
Years with Present Bank	78	6	15	12	19
Years in Position	76	2	7	5	9
No. of Employees Supervised	77	2	3	3	4
Asset Size (Millions)	78	\$130.0	\$163.7	\$157.0	\$199.5

MORTGAGE LOAN OFFICER					
Base Salary	71	\$19,470	\$23,590	\$23,500	\$27,000
Bonus	13	603	1,326	858	1,625
Total Compensation	71	19,470	23,833	23,700	27,539
Age	71	32	40	39	44
Years with Present Bank	71	4	12	9	18
Years in Position	70	2	5	4	8
No. of Employees Supervised	71	0	2	1	3
Asset Size (Millions)	71	\$116.5	\$156.2	\$148.0	\$198.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER-JR.					
Base Salary	30	\$15,250	\$17,387	\$17,200	\$19,251
Bonus	6	233	1,257	738	1,213
Total Compensation	30	15,250	17,638	17,539	19,264
Age	30	32	39	36	45
Years with Present Bank	30	2	10	7	16
Years in Position	28	1	3	2	4
No. of Employees Supervised	30	0	1	0	2
Asset Size (Millions)	30	\$132.0	\$178.2	\$180.0	\$215.0

NEW ACCOUNTS OFFICER					
Base Salary	59	\$14,500	\$18,447	\$17,250	\$20,650
Bonus	16	317	1,152	1,020	2,000
Total Compensation	59	14,500	18,759	17,550	20,750
Age	59	33	44	43	55
Years with Present Bank	59	5	12	10	17
Years in Position	58	2	5	3	6
No. of Employees Supervised	57	3	5	5	7
Asset Size (Millions)	59	\$115.0	\$147.9	\$148.0	\$171.0

OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	6	\$12,225	\$14,925	\$13,500	\$15,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,650	15,217	13,800	15,650
Age	6	26	29	27	28
Years with Present Bank	6	1	2	2	3
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	0	1	0	1
Asset Size (Millions)	6	\$120.0	\$148.8	\$149.5	\$153.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	26	\$11,750	\$12,808	\$12,500	\$13,382
Bonus		INSUFFICIENT DATA			
Total Compensation	26	11,750	12,832	12,523	13,382
Age	26	24	27	26	27
Years with Present Bank	26	1	2	2	2
Years in Position	26	1	1	1	1
No. of Employees Supervised	26	0	1	0	0
Asset Size (Millions)	26	\$124.5	\$164.4	\$159.0	\$199.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	26	\$20,050	\$25,386	\$24,900	\$28,900
Bonus	5	294	1,288	570	1,095
Total Compensation	25	20,050	25,683	25,002	29,650
Age	26	36	43	43	53
Years with Present Bank	26	3	9	5	14
Years in Position	26	1	3	2	3
No. of Employees Supervised	25	0	5	0	4
Asset Size (Millions)	26	\$153.0	\$177.2	\$169.0	\$204.0

MARKETING DIRECTOR					
Base Salary	54	\$22,175	\$29,054	\$28,825	\$33,235
Bonus	15	496	2,116	2,080	2,938
Total Compensation	54	22,175	29,642	29,498	34,052
Age	52	35	43	44	50
Years with Present Bank	53	4	10	8	14
Years in Position	51	2	5	4	8
No. of Employees Supervised	53	1	6	2	4
Asset Size (Millions)	54	\$122.0	\$162.9	\$153.0	\$201.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	78	\$24,800	\$29,723	\$29,650	\$33,000
Bonus	23	875	2,336	1,500	2,613
Total Compensation	78	25,078	30,412	29,988	33,335
Age	78	37	46	43	54
Years with Present Bank	78	6	15	12	19
Years in Position	76	2	7	5	9
No. of Employees Supervised	77	2	3	3	4
Asset Size (Millions)	78	\$130.0	\$163.7	\$157.0	\$199.5

MORTGAGE LOAN OFFICER					
Base Salary	71	\$19,470	\$23,590	\$23,500	\$27,000
Bonus	13	603	1,326	858	1,625
Total Compensation	71	19,470	23,833	23,700	27,539
Age	71	32	40	39	44
Years with Present Bank	71	4	12	9	18
Years in Position	70	2	5	4	8
No. of Employees Supervised	71	0	2	1	3
Asset Size (Millions)	71	\$116.5	\$156.2	\$148.0	\$198.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	110	\$27,500	\$34,875	\$34,250	\$40,000
Bonus	34	910	2,875	2,160	3,225
Total Compensation	110	27,629	35,764	35,000	40,856
Age	109	37	44	41	51
Years with Present Bank	110	6	14	13	20
Years in Position	107	2	5	4	8
No. of Employees Supervised	108	20	55	50	75
Asset Size (Millions)	110	\$116.0	\$154.8	\$148.5	\$178.0

PERSONNEL OFFICER-SR.					
Base Salary	108	\$19,500	\$24,206	\$22,996	\$28,000
Bonus	29	500	1,484	908	2,500
Total Compensation	108	19,791	24,604	23,000	28,800
Age	108	35	42	41	51
Years with Present Bank	108	4	11	10	16
Years in Position	105	2	5	4	7
No. of Employees Supervised	107	1	8	2	4
Asset Size (Millions)	108	\$118.0	\$157.0	\$150.0	\$185.0

SECURITY OFFICER-SR.					
Base Salary	42	\$17,750	\$21,896	\$21,400	\$25,578
Bonus	9	369	965	1,000	1,028
Total Compensation	42	17,850	22,102	21,900	26,878
Age	42	33	44	42	56
Years with Present Bank	42	6	14	10	19
Years in Position	40	1	5	3	6
No. of Employees Supervised	42	0	12	4	10
Asset Size (Millions)	42	\$115.0	\$153.2	\$151.0	\$174.5

TRAINING DIRECTOR					
Base Salary	22	\$12,750	\$16,391	\$14,850	\$17,350
Bonus	8	306	825	788	1,100
Total Compensation	22	13,350	16,691	15,384	17,760
Age	22	29	36	31	41
Years with Present Bank	22	4	7	7	7
Years in Position	21	1	2	1	2
No. of Employees Supervised	22	0	2	1	3
Asset Size (Millions)	22	\$124.5	\$159.5	\$151.0	\$196.5

GEOGRAPHIC REGION: 4

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	99	\$31,200	\$38,510	\$37,128	\$44,100
Bonus	32	1,267	3,196	2,650	4,325
Total Compensation	99	32,354	39,544	38,325	45,788
Age	99	37	45	43	52
Years with Present Bank	99	4	9	8	13
Years in Position	96	2	6	5	9
No. of Employees Supervised	97	4	9	7	12
Asset Size (Millions)	99	\$116.0	\$154.9	\$149.0	\$181.0

TRUST OPERATIONS MANAGER					
Base Salary	75	\$16,000	\$21,453	\$20,800	\$24,750
Bonus	21	312	1,707	1,049	1,738
Total Compensation	75	16,650	21,931	21,000	25,210
Age	74	33	40	36	47
Years with Present Bank	75	5	10	9	14
Years in Position	72	1	4	3	5
No. of Employees Supervised	74	2	4	4	6
Asset Size (Millions)	75	\$116.0	\$160.1	\$152.0	\$199.5

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$250 TO \$499 MILLION

Of the 856 banks submitting data for the East-North Central region, 38 banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 4
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	36	\$83,125	\$100,114	\$96,250	\$113,000
Bonus	15	5,926	15,576	12,000	23,063
Total Compensation	36	87,500	106,604	100,000	115,000
Age	35	50	56	58	61
Years with Present Bank	36	10	23	25	31
Years in Position	36	4	9	7	10
No. of Employees Supervised	33	249	297	273	331
Asset Size (Millions)	36	\$268.0	\$347.8	\$329.0	\$409.0

ADVERTISING OFFICER					
Base Salary	17	\$19,010	\$23,699	\$23,500	\$28,250
Bonus	5	262	903	920	1,085
Total Compensation	17	19,010	23,965	23,500	28,283
Age	17	32	43	40	50
Years with Present Bank	17	2	10	8	10
Years in Position	17	1	3	2	4
No. of Employees Supervised	17	0	1	1	2
Asset Size (Millions)	17	\$274.0	\$367.8	\$355.0	\$446.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	30	\$34,750	\$43,144	\$41,460	\$48,000
Bonus	13	1,835	4,559	4,000	5,150
Total Compensation	30	35,910	45,120	45,720	48,410
Age	30	36	45	43	51
Years with Present Bank	30	5	13	11	18
Years in Position	30	3	6	5	8
No. of Employees Supervised	29	1	25	3	5
Asset Size (Millions)	30	\$268.0	\$356.2	\$353.0	\$429.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	22	\$30,300	\$38,584	\$35,350	\$40,000
Bonus	10	1,315	4,894	2,416	4,250
Total Compensation	22	31,225	40,808	38,378	40,750
Age	22	37	44	43	53
Years with Present Bank	22	8	18	16	27
Years in Position	22	2	5	5	9
No. of Employees Supervised	22	77	117	106	134
Asset Size (Millions)	22	\$278.0	\$366.0	\$366.0	\$428.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	24	\$20,700	\$23,189	\$23,090	\$24,500
Bonus	9	1,108	2,851	1,687	2,080
Total Compensation	24	21,700	24,258	23,667	26,500
Age	24	32	41	38	48
Years with Present Bank	24	9	16	14	21
Years in Position	24	2	5	3	7
No. of Employees Supervised	24	12	15	14	18
Asset Size (Millions)	24	\$268.0	\$357.6	\$353.0	\$446.0

BRANCH MANAGER-SMALL(10)					
Base Salary	25	\$16,000	\$19,292	\$18,290	\$21,250
Bonus	10	625	1,252	1,086	1,641
Total Compensation	25	16,750	19,793	19,100	21,250
Age	25	34	41	39	52
Years with Present Bank	25	8	12	10	14
Years in Position	25	2	5	3	6
No. of Employees Supervised	25	6	7	7	8
Asset Size (Millions)	25	\$267.5	\$351.5	\$351.0	\$407.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	19	\$27,075	\$35,496	\$33,000	\$42,508
Bonus	9	775	3,742	2,750	3,750
Total Compensation	19	27,975	37,268	34,500	45,250
Age	19	41	51	54	57
Years with Present Bank	19	6	17	16	27
Years in Position	19	2	5	4	8
No. of Employees Supervised	18	1	5	2	5
Asset Size (Millions)	19	\$272.0	\$356.9	\$322.0	\$449.5

BUSINESS DEVELOPMENT OFFICER					
Base Salary	18	\$18,970	\$22,740	\$24,658	\$25,138
Bonus	5	738	821	770	814
Total Compensation	18	19,355	22,968	24,949	25,222
Age	18	33	42	41	52
Years with Present Bank	18	4	11	8	16
Years in Position	18	2	4	4	5
No. of Employees Supervised	17	0	10	0	1
Asset Size (Millions)	18	\$324.0	\$388.9	\$378.5	\$450.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	31	\$17,450	\$25,110	\$21,130	\$30,585
Bonus	9	563	2,242	1,000	1,274
Total Compensation	31	17,968	25,761	21,800	31,700
Age	31	31	40	35	49
Years with Present Bank	31	3	10	6	15
Years in Position	31	1	3	2	3
No. of Employees Supervised	31	3	8	5	8
Asset Size (Millions)	31	\$278.0	\$363.8	\$351.0	\$446.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	33	\$36,750	\$43,793	\$41,500	\$50,000
Bonus	13	1,938	3,915	3,000	4,494
Total Compensation	33	37,500	45,335	42,500	50,072
Age	33	38	44	41	50
Years with Present Bank	33	6	14	12	18
Years in Position	33	1	5	4	9
No. of Employees Supervised	32	6	19	12	23
Asset Size (Millions)	33	\$273.0	\$355.7	\$351.0	\$411.5

COMMERCIAL LOAN OFFICER					
Base Salary	35	\$26,000	\$30,586	\$30,014	\$34,250
Bonus	13	775	2,487	1,200	2,327
Total Compensation	35	26,150	31,510	31,000	35,550
Age	35	34	41	40	47
Years with Present Bank	35	3	13	10	19
Years in Position	35	2	4	3	7
No. of Employees Supervised	35	0	1	0	1
Asset Size (Millions)	35	\$273.0	\$357.8	\$351.0	\$430.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	28	\$18,252	\$21,826	\$22,250	\$24,294
Bonus	7	900	2,819	1,125	1,604
Total Compensation	28	18,252	22,531	23,333	25,680
Age	28	28	33	32	35
Years with Present Bank	28	3	6	5	9
Years in Position	28	1	2	2	2
No. of Employees Supervised	27	0	1	0	1
Asset Size (Millions)	28	\$279.0	\$362.3	\$366.0	\$444.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	8	\$25,700	\$35,375	\$36,000	\$43,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	25,700	35,500	36,000	43,800
Age	8	33	44	44	48
Years with Present Bank	8	3	18	19	23
Years in Position	8	2	8	8	12
No. of Employees Supervised	8	0	3	2	3
Asset Size (Millions)	8	\$269.0	\$389.5	\$407.0	\$474.0

EDP OFFICER-SR.					
Base Salary	21	\$29,325	\$35,185	\$34,250	\$40,000
Bonus	8	1,687	3,269	3,042	3,100
Total Compensation	21	30,814	36,430	34,307	41,000
Age	21	38	43	42	45
Years with Present Bank	21	9	13	14	16
Years in Position	21	4	7	7	10
No. of Employees Supervised	21	14	43	41	60
Asset Size (Millions)	21	\$267.5	\$351.0	\$336.0	\$430.0

FINANCIAL OFFICER-SR.					
Base Salary	32	\$31,400	\$39,390	\$38,958	\$46,500
Bonus	12	1,875	3,900	3,000	4,500
Total Compensation	32	33,980	40,853	39,750	47,500
Age	32	33	42	38	49
Years with Present Bank	32	5	12	10	13
Years in Position	32	2	6	6	8
No. of Employees Supervised	32	6	11	10	13
Asset Size (Millions)	32	\$277.0	\$358.8	\$353.0	\$414.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	30	\$16,010	\$20,135	\$18,598	\$23,450
Bonus	11	781	2,196	1,000	1,797
Total Compensation	30	16,010	20,940	19,896	24,600
Age	30	33	40	39	46
Years with Present Bank	30	4	9	10	13
Years in Position	30	1	4	3	6
No. of Employees Supervised	29	4	8	6	9
Asset Size (Millions)	30	\$273.0	\$356.9	\$353.0	\$411.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	37	\$29,850	\$33,280	\$32,614	\$36,500
Bonus	16	1,275	3,295	2,250	3,352
Total Compensation	37	29,850	34,705	35,835	40,000
Age	37	42	48	49	55
Years with Present Bank	37	11	18	15	25
Years in Position	37	3	8	8	11
No. of Employees Supervised	36	7	20	16	27
Asset Size (Millions)	37	\$268.5	\$351.6	\$336.0	\$411.5

INSTALMENT LOAN OFFICER					
Base Salary	37	\$17,000	\$21,013	\$19,884	\$22,600
Bonus	14	600	2,023	929	1,735
Total Compensation	37	17,655	21,778	20,884	22,600
Age	37	34	42	41	47
Years with Present Bank	37	5	11	11	16
Years in Position	37	2	5	4	7
No. of Employees Supervised	36	0	3	1	4
Asset Size (Millions)	37	\$273.0	\$358.1	\$351.0	\$429.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	31	\$23,000	\$27,718	\$27,000	\$31,750
Bonus	11	916	1,939	1,750	2,771
Total Compensation	31	24,000	28,406	27,000	33,250
Age	31	33	42	42	50
Years with Present Bank	31	4	13	12	19
Years in Position	31	2	6	4	8
No. of Employees Supervised	31	3	5	4	6
Asset Size (Millions)	31	\$266.0	\$344.0	\$336.0	\$407.0

LOAN REVIEW OFFICER					
Base Salary	11	\$25,500	\$30,613	\$30,100	\$33,922
Bonus		INSUFFICIENT DATA			
Total Compensation	11	25,500	31,850	30,100	37,172
Age	11	36	47	50	53
Years with Present Bank	11	3	11	9	17
Years in Position	11	1	4	2	5
No. of Employees Supervised	11	0	3	0	5
Asset Size (Millions)	11	\$328.5	\$402.1	\$414.0	\$456.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MARKETING DIRECTOR					
Base Salary	21	\$27,062	\$31,070	\$29,506	\$32,600
Bonus	6	158	1,483	1,253	1,680
Total Compensation	21	27,062	31,494	30,760	33,850
Age	21	33	41	39	44
Years with Present Bank	21	2	7	7	10
Years in Position	21	2	4	2	7
No. of Employees Supervised	21	1	3	3	4
Asset Size (Millions)	21	\$278.0	\$356.7	\$336.0	\$404.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	34	\$27,150	\$32,372	\$31,500	\$35,722
Bonus	14	1,425	4,131	3,190	5,200
Total Compensation	34	27,210	34,073	31,500	37,748
Age	34	38	45	48	51
Years with Present Bank	34	10	17	14	25
Years in Position	34	2	7	5	10
No. of Employees Supervised	33	3	6	4	8
Asset Size (Millions)	34	\$267.5	\$348.9	\$329.0	\$411.5

MORTGAGE LOAN OFFICER					
Base Salary	28	\$21,216	\$24,985	\$24,800	\$28,000
Bonus	11	500	2,755	1,061	3,113
Total Compensation	28	21,216	26,068	25,951	29,592
Age	28	34	45	46	51
Years with Present Bank	28	8	16	14	24
Years in Position	28	3	7	7	9
No. of Employees Supervised	28	0	2	1	3
Asset Size (Millions)	28	\$267.0	\$347.8	\$329.0	\$409.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	13	\$16,250	\$19,505	\$18,900	\$19,448
Bonus		INSUFFICIENT DATA			
Total Compensation	13	16,250	19,949	19,050	19,948
Age	13	32	39	37	40
Years with Present Bank	13	7	11	9	13
Years in Position	13	1	4	4	5
No. of Employees Supervised	13	0	2	1	2
Asset Size (Millions)	13	\$265.5	\$340.8	\$322.0	\$389.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	19	\$14,870	\$18,695	\$18,000	\$20,400
Bonus	5	254	2,700	688	1,283
Total Compensation	19	15,183	19,548	18,636	21,950
Age	19	35	47	43	59
Years with Present Bank	19	9	14	13	16
Years in Position	19	2	4	4	6
No. of Employees Supervised	18	2	8	6	13
Asset Size (Millions)	19	\$266.5	\$331.9	\$314.0	\$378.5

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	14	\$11,212	\$12,447	\$12,748	\$13,000
Bonus		INSUFFICIENT DATA			
Total Compensation	14	11,363	12,618	12,748	13,078
Age	14	23	24	25	26
Years with Present Bank	14	1	2	2	2
Years in Position	14	1	1	1	2
No. of Employees Supervised	13	0	1	0	0
Asset Size (Millions)	14	\$265.0	\$369.3	\$375.5	\$446.5

OPERATIONS OFFICER-SR.					
Base Salary	35	\$34,402	\$43,093	\$41,000	\$50,150
Bonus	14	2,035	4,887	3,851	5,750
Total Compensation	35	35,500	45,048	43,000	51,000
Age	35	39	46	46	52
Years with Present Bank	35	5	15	17	22
Years in Position	35	1	5	4	7
No. of Employees Supervised	34	35	83	67	114
Asset Size (Millions)	35	\$267.5	\$354.1	\$322.0	\$445.0

PERSONNEL OFFICER-SR.					
Base Salary	37	\$25,000	\$30,439	\$29,000	\$34,202
Bonus	16	1,500	2,862	2,000	3,096
Total Compensation	37	25,600	31,676	30,000	35,850
Age	37	35	45	48	52
Years with Present Bank	37	3	12	9	19
Years in Position	37	1	6	3	8
No. of Employees Supervised	36	2	26	4	7
Asset Size (Millions)	37	\$268.5	\$354.1	\$336.0	\$429.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	24	\$19,000	\$24,667	\$25,150	\$30,500
Bonus	12	800	2,654	1,360	2,000
Total Compensation	24	19,270	25,994	27,195	31,536
Age	24	45	51	54	58
Years with Present Bank	24	7	17	15	24
Years in Position	24	2	6	5	8
No. of Employees Supervised	23	0	11	7	17
Asset Size (Millions)	24	\$267.0	\$361.3	\$365.5	\$447.0

TRAINING DIRECTOR					
Base Salary	17	\$16,342	\$19,251	\$18,008	\$19,375
Bonus	6	622	2,923	1,053	1,486
Total Compensation	17	16,492	20,283	18,500	21,137
Age	17	30	36	35	40
Years with Present Bank	17	3	7	4	13
Years in Position	17	1	2	2	3
No. of Employees Supervised	17	0	1	1	2
Asset Size (Millions)	17	\$278.0	\$381.8	\$400.0	\$456.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	36	\$37,700	\$43,629	\$44,155	\$47,860
Bonus	15	1,732	4,347	4,050	4,500
Total Compensation	36	38,500	45,440	45,725	49,100
Age	36	39	46	46	51
Years with Present Bank	36	7	13	12	18
Years in Position	36	3	6	5	10
No. of Employees Supervised	35	10	19	16	27
Asset Size (Millions)	36	\$269.0	\$354.0	\$343.5	\$414.0

TRUST OPERATIONS MANAGER					
Base Salary	31	\$20,220	\$25,186	\$25,000	\$29,460
Bonus	10	650	1,331	1,001	1,850
Total Compensation	31	20,806	25,616	25,600	29,835
Age	31	35	45	45	54
Years with Present Bank	31	3	12	11	16
Years in Position	31	2	6	5	8
No. of Employees Supervised	30	4	8	9	11
Asset Size (Millions)	31	\$272.5	\$359.1	\$355.0	\$429.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$500 TO \$999 MILLION

Of the 856 banks submitting data for the East-North Central region, 11 banks were in the \$500 to \$999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.

New Accounts Officer
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 4
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	11	\$97,500	\$122,424	\$127,200	\$136,130
Bonus	5	8,325	16,650	16,600	16,800
Total Compensation	11	98,350	129,992	127,200	150,255
Age	11	54	59	58	63
Years with Present Bank	11	12	25	29	34
Years in Position	11	3	8	9	12
No. of Employees Supervised	11	439	560	600	687
Asset Size (Millions)	11	\$530.5	\$595.5	\$547.0	\$584.5

BANK INVESTMENT OFFICER-SR.

Base Salary	11	\$40,958	\$49,601	\$44,000	\$52,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	40,958	52,974	47,000	62,300
Age	11	43	49	49	51
Years with Present Bank	11	8	17	17	23
Years in Position	11	3	5	5	7
No. of Employees Supervised	11	2	42	9	12
Asset Size (Millions)	11	\$530.5	\$595.5	\$547.0	\$584.5

BRANCH ADMINISTRATION OFFICER-SR.

Base Salary	9	\$34,650	\$39,556	\$39,208	\$43,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	37,050	40,253	39,208	43,250
Age	9	41	46	44	47
Years with Present Bank	9	16	21	20	25
Years in Position	9	2	5	5	8
No. of Employees Supervised	9	191	253	250	264
Asset Size (Millions)	9	\$535.0	\$611.0	\$554.0	\$584.5

BRANCH MANAGER-MEDIUM(10-30)

Base Salary	10	\$22,100	\$24,821	\$24,550	\$26,250
Bonus		INSUFFICIENT DATA			
Total Compensation	10	22,400	25,126	25,025	26,628
Age	10	38	44	45	47
Years with Present Bank	10	14	20	18	22
Years in Position	10	2	5	5	6
No. of Employees Supervised	10	11	14	13	16
Asset Size (Millions)	10	\$532.5	\$602.1	\$550.5	\$584.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-SMALL(-10)					
Base Salary	10	\$18,350	\$19,783	\$19,650	\$20,126
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,550	19,985	19,650	20,126
Age	10	33	38	35	38
Years with Present Bank	10	10	13	12	14
Years in Position	10	3	4	4	5
No. of Employees Supervised	10	7	8	8	9
Asset Size (Millions)	10	\$532.5	\$602.1	\$550.5	\$584.5

BUSINESS DEVELOPMENT OFFICER-SR.

Base Salary	6	\$34,400	\$40,064	\$40,292	\$40,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,195	40,329	40,292	40,750
Age	6	37	54	59	64
Years with Present Bank	6	7	17	15	17
Years in Position	6	3	8	9	11
No. of Employees Supervised	6	2	4	3	4
Asset Size (Millions)	6	\$540.0	\$599.8	\$561.5	\$584.5

BUSINESS DEVELOPMENT OFFICER

Base Salary	6	\$19,500	\$25,763	\$24,650	\$26,368
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,975	25,921	24,650	26,368
Age	6	36	48	44	55
Years with Present Bank	6	5	16	11	18
Years in Position	6	2	5	6	7
No. of Employees Supervised	6	0	1	0	0
Asset Size (Millions)	6	\$534.5	\$598.0	\$561.5	\$584.5

COMMERCIAL CREDIT DEPT. MANAGER

Base Salary	10	\$16,352	\$23,834	\$21,750	\$27,050
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,352	24,802	23,040	27,050
Age	10	30	43	45	52
Years with Present Bank	10	4	13	12	16
Years in Position	10	1	5	3	5
No. of Employees Supervised	10	4	10	6	10
Asset Size (Millions)	10	\$532.5	\$602.8	\$550.5	\$584.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	8	\$36,800	\$45,267	\$44,517	\$49,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	39,300	46,660	44,517	54,000
Age	8	40	46	46	48
Years with Present Bank	8	16	21	22	23
Years in Position	8	2	5	6	6
No. of Employees Supervised	8	11	23	16	25
Asset Size (Millions)	8	\$532.0	\$615.8	\$550.5	\$600.0

COMMERCIAL LOAN OFFICER					
Base Salary	11	\$27,175	\$31,820	\$30,000	\$36,371
Bonus		INSUFFICIENT DATA			
Total Compensation	11	27,175	32,562	30,527	37,201
Age	11	33	42	36	52
Years with Present Bank	11	6	15	12	22
Years in Position	11	3	7	5	11
No. of Employees Supervised	11	0	3	0	3
Asset Size (Millions)	11	\$530.5	\$595.5	\$547.0	\$584.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	\$16,975	\$20,981	\$19,375	\$22,350
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,975	21,330	19,375	23,200
Age	9	29	34	33	36
Years with Present Bank	9	4	9	7	10
Years in Position	9	2	2	2	3
No. of Employees Supervised	9	0	0	0	0
Asset Size (Millions)	9	\$530.5	\$572.7	\$537.0	\$550.5

EDP OFFICER-SR.					
Base Salary	9	\$36,250	\$38,932	\$37,000	\$39,354
Bonus		INSUFFICIENT DATA			
Total Compensation	9	36,250	40,533	37,000	40,212
Age	9	39	43	43	45
Years with Present Bank	9	8	12	10	13
Years in Position	9	2	5	6	7
No. of Employees Supervised	9	22	63	45	53
Asset Size (Millions)	9	\$530.5	\$607.8	\$554.0	\$584.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	10	\$32,950	\$41,063	\$37,650	\$44,750
Bonus		INSUFFICIENT DATA			
Total Compensation	10	33,450	43,215	37,650	49,500
Age	10	34	44	46	51
Years with Present Bank	10	3	14	11	24
Years in Position	10	2	6	4	8
No. of Employees Supervised	10	10	13	12	15
Asset Size (Millions)	10	\$530.5	\$601.7	\$550.5	\$584.5

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	9	\$15,000	\$20,449	\$21,900	\$23,169
Bonus		INSUFFICIENT DATA			
Total Compensation	9	15,088	20,690	21,900	23,169
Age	9	34	40	39	41
Years with Present Bank	9	4	9	8	11
Years in Position	9	1	3	2	2
No. of Employees Supervised	9	7	13	11	16
Asset Size (Millions)	9	\$532.5	\$606.6	\$547.0	\$577.0

INSTALMENT LOAN DEPARTMENT MANAGER

Base Salary	9	\$33,400	\$38,274	\$40,000	\$41,100
Bonus		INSUFFICIENT DATA			
Total Compensation	9	34,113	39,444	40,700	44,300
Age	9	39	48	47	56
Years with Present Bank	9	6	17	18	19
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	31	53	55	58
Asset Size (Millions)	9	\$534.5	\$610.6	\$554.0	\$584.5

INSTALMENT LOAN OFFICER

Base Salary	10	\$17,850	\$21,147	\$20,136	\$22,329
Bonus		INSUFFICIENT DATA			
Total Compensation	10	17,850	21,346	20,786	22,329
Age	10	34	41	37	45
Years with Present Bank	10	8	11	11	14
Years in Position	10	2	5	5	5
No. of Employees Supervised	10	0	5	2	4
Asset Size (Millions)	10	\$530.5	\$601.3	\$550.5	\$584.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER-SR.					
Base Salary	11	\$28,150	\$31,476	\$32,000	\$34,421
Bonus		INSUFFICIENT DATA			
Total Compensation	11	28,150	32,006	32,000	34,421
Age	11	34	44	44	50
Years with Present Bank	11	5	14	15	23
Years in Position	11	5	7	7	8
No. of Employees Supervised	11	7	8	7	10
Asset Size (Millions)	11	\$530.5	\$595.5	\$547.0	\$584.5

INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	5	\$23,350	\$34,060	\$31,100	\$35,050
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,888	35,475	31,100	35,050
Age	5	30	43	43	45
Years with Present Bank	5	5	10	8	8
Years in Position	5	4	9	7	8
No. of Employees Supervised	5	2	6	3	6
Asset Size (Millions)	5	\$539.5	\$560.4	\$554.0	\$561.5

LOAN REVIEW OFFICER					
Base Salary	5	\$25,594	\$30,537	\$27,300	\$28,700
Bonus		INSUFFICIENT DATA			
Total Compensation	5	25,594	30,537	27,300	28,700
Age	5	44	49	50	52
Years with Present Bank	5	10	19	16	21
Years in Position	5	3	4	4	5
No. of Employees Supervised	5	1	4	3	5
Asset Size (Millions)	5	\$542.0	\$656.0	\$569.0	\$682.5

MARKETING DIRECTOR					
Base Salary	7	\$30,000	\$35,107	\$33,200	\$39,525
Bonus		INSUFFICIENT DATA			
Total Compensation	7	30,000	35,824	34,720	39,525
Age	7	34	45	45	52
Years with Present Bank	7	1	15	15	19
Years in Position	7	1	5	3	8
No. of Employees Supervised	7	3	6	6	7
Asset Size (Millions)	7	\$534.5	\$628.1	\$554.0	\$698.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	10	\$29,656	\$38,518	\$40,000	\$43,833
Bonus		INSUFFICIENT DATA			
Total Compensation	10	29,656	38,998	40,933	45,050
Age	10	43	49	47	56
Years with Present Bank	10	11	22	23	26
Years in Position	10	6	10	9	11
No. of Employees Supervised	10	5	9	8	12
Asset Size (Millions)	10	\$532.5	\$602.8	\$550.5	\$584.5

MORTGAGE LOAN OFFICER					
Base Salary	8	\$21,000	\$26,533	\$24,434	\$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	21,500	26,877	25,334	32,000
Age	8	31	44	40	57
Years with Present Bank	8	9	18	13	26
Years in Position	8	4	8	5	6
No. of Employees Supervised	8	0	2	1	3
Asset Size (Millions)	8	\$532.0	\$614.9	\$550.5	\$600.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	\$15,500	\$17,232	\$15,969	\$17,021
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,600	17,345	15,969	17,021
Age	8	31	39	37	44
Years with Present Bank	8	6	13	14	16
Years in Position	8	2	3	3	4
No. of Employees Supervised	8	0	2	1	2
Asset Size (Millions)	8	\$532.0	\$579.5	\$542.0	\$569.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	7	\$11,400	\$12,393	\$12,150	\$13,050
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,500	12,450	12,201	13,050
Age	7	23	23	23	24
Years with Present Bank	7	1	1	1	1
Years in Position	7	1	1	1	1
No. of Employees Supervised	7	0	0	0	0
Asset Size (Millions)	7	\$529.5	\$589.3	\$554.0	\$584.5

GEOGRAPHIC REGION: 4

ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	10	\$34,650	\$42,126	\$42,300	\$49,250
Bonus		INSUFFICIENT DATA			
Total Compensation	10	35,350	43,735	46,093	49,750
Age	10	37	47	51	53
Years with Present Bank	10	11	17	13	24
Years in Position	10	2	13	7	12
No. of Employees Supervised	10	96	195	159	261
Asset Size (Millions)	10	\$530.5	\$600.3	\$545.5	\$584.5

PERSONNEL OFFICER-SR.					
Base Salary	11	\$29,200	\$33,496	\$31,667	\$35,950
Bonus		INSUFFICIENT DATA			
Total Compensation	11	29,850	34,069	31,667	35,950
Age	11	35	42	42	49
Years with Present Bank	11	4	11	9	16
Years in Position	11	2	5	5	8
No. of Employees Supervised	11	6	11	9	14
Asset Size (Millions)	11	\$530.5	\$595.5	\$547.0	\$584.5

SECURITY OFFICER-SR.					
Base Salary	8	\$23,300	\$26,300	\$27,750	\$28,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	23,300	26,594	28,250	28,600
Age	8	47	51	49	58
Years with Present Bank	8	1	21	23	29
Years in Position	8	1	5	2	9
No. of Employees Supervised	8	0	10	3	16
Asset Size (Millions)	8	\$529.0	\$581.5	\$542.0	\$554.0

TRAINING DIRECTOR					
Base Salary	7	\$13,821	\$20,420	\$22,200	\$24,700
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,821	20,663	22,200	25,550
Age	7	27	36	29	42
Years with Present Bank	7	2	10	5	16
Years in Position	7	1	4	2	7
No. of Employees Supervised	7	0	3	3	3
Asset Size (Millions)	7	\$525.5	\$588.6	\$537.0	\$584.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	10	\$44,650	\$55,425	\$55,000	\$63,625
Bonus		INSUFFICIENT DATA			
Total Compensation	10	47,250	57,585	57,575	67,350
Age	10	45	52	54	59
Years with Present Bank	10	12	17	18	21
Years in Position	10	3	7	5	8
No. of Employees Supervised	10	33	49	46	51
Asset Size (Millions)	10	\$530.5	\$601.7	\$550.5	\$584.5

TRUST OPERATIONS MANAGER					
Base Salary	10	\$23,604	\$28,801	\$28,400	\$30,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	23,604	29,677	29,033	31,600
Age	10	36	42	42	46
Years with Present Bank	10	3	9	9	13
Years in Position	10	3	6	5	10
No. of Employees Supervised	10	13	21	19	23
Asset Size (Millions)	10	\$530.5	\$601.7	\$550.5	\$584.5

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: \$1 BILLION AND OVER

Of the 856 banks submitting data for the East-North Central region, nine banks were in the \$1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Business Development Officer
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	9	\$148,500	\$176,111	\$160,000	\$176,500
Bonus		INSUFFICIENT DATA			
Total Compensation	9	158,000	183,458	180,000	190,000
Age	8	51	58	59	61
Years with Present Bank	9	9	17	12	20
Years in Position	9	2	5	4	7
No. of Employees Supervised	9	1,101	1,512	1,350	1,875
Asset Size (Millions)	9	\$1,397.0	\$2,268.4	\$1,971.0	\$2,182.0

ADVERTISING OFFICER					
Base Salary	8	\$22,200	\$28,748	\$29,125	\$33,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	22,200	28,748	29,125	33,500
Age	8	33	38	38	43
Years with Present Bank	8	2	7	7	9
Years in Position	8	2	4	3	6
No. of Employees Supervised	8	0	2	3	4
Asset Size (Millions)	8	\$1,378.0	\$2,303.8	\$1,797.5	\$2,378.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	8	\$48,554	\$62,932	\$55,500	\$82,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	48,554	63,684	58,510	82,000
Age	8	35	40	38	44
Years with Present Bank	8	5	12	10	13
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	9	26	14	22
Asset Size (Millions)	8	\$1,416.0	\$2,379.8	\$1,978.5	\$2,378.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	9	\$40,500	\$55,662	\$47,446	\$63,400
Bonus		INSUFFICIENT DATA			
Total Compensation	9	40,500	56,511	47,446	65,900
Age	9	39	44	44	47
Years with Present Bank	9	9	17	17	17
Years in Position	9	2	4	4	5
No. of Employees Supervised	9	252	436	479	593
Asset Size (Millions)	9	\$1,397.0	\$2,268.4	\$1,971.0	\$2,182.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	5	\$27,125	\$33,970	\$32,100	\$34,800
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,125	34,255	33,524	35,512
Age	5	36	43	42	43
Years with Present Bank	5	4	15	12	16
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	32	36	33	36
Asset Size (Millions)	5	\$1,397.0	\$2,185.6	\$1,624.0	\$1,805.0

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	9	\$24,725	\$29,099	\$28,900	\$31,321
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,725	29,099	28,900	31,321
Age	9	34	42	41	44
Years with Present Bank	9	9	16	12	21
Years in Position	9	2	4	4	5
No. of Employees Supervised	9	9	15	15	17
Asset Size (Millions)	9	\$1,397.0	\$2,268.4	\$1,971.0	\$2,182.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	7	\$17,250	\$20,324	\$18,669	\$21,648
Bonus		INSUFFICIENT DATA			
Total Compensation	7	17,250	20,324	18,669	21,648
Age	7	29	37	33	44
Years with Present Bank	7	5	10	8	15
Years in Position	7	2	2	2	3
No. of Employees Supervised	7	6	8	8	9
Asset Size (Millions)	7	\$1,203.5	\$1,988.7	\$1,624.0	\$2,182.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	5	\$26,550	\$41,968	\$33,740	\$36,370
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,550	41,968	33,740	36,370
Age	5	34	42	41	42
Years with Present Bank	5	4	11	5	9
Years in Position	5	2	3	3	3
No. of Employees Supervised	5	2	4	4	5
Asset Size (Millions)	5	\$1,222.5	\$2,030.0	\$1,624.0	\$1,797.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	9	\$25,500	\$36,644	\$34,400	\$40,976
Bonus		INSUFFICIENT DATA			
Total Compensation	9	25,500	36,832	34,400	41,821
Age	9	38	43	43	47
Years with Present Bank	9	4	13	8	17
Years in Position	9	1	5	4	5
No. of Employees Supervised	9	14	25	19	31
Asset Size (Millions)	9	\$1,397.0	\$2,268.4	\$1,971.0	\$2,182.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	9	\$55,100	\$72,395	\$65,000	\$74,375
Bonus		INSUFFICIENT DATA			
Total Compensation	9	55,100	74,435	70,000	76,875
Age	9	39	45	46	48
Years with Present Bank	9	6	15	13	20
Years in Position	9	2	4	2	4
No. of Employees Supervised	9	16	58	41	83
Asset Size (Millions)	9	\$1,397.0	\$2,268.4	\$1,971.0	\$2,182.0

COMMERCIAL LOAN OFFICER					
Base Salary	9	\$33,746	\$37,511	\$36,800	\$39,295
Bonus		INSUFFICIENT DATA			
Total Compensation	9	33,746	37,511	36,800	39,295
Age	9	34	39	40	42
Years with Present Bank	9	3	10	10	12
Years in Position	9	3	4	5	6
No. of Employees Supervised	9	0	2	1	3
Asset Size (Millions)	9	\$1,397.0	\$2,268.4	\$1,971.0	\$2,182.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	\$21,200	\$24,624	\$26,400	\$26,900
Bonus		INSUFFICIENT DATA			
Total Compensation	9	21,200	24,624	26,400	26,900
Age	9	28	31	30	32
Years with Present Bank	9	4	7	5	7
Years in Position	9	2	3	2	3
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	\$1,397.0	\$2,268.4	\$1,971.0	\$2,182.0

GEOGRAPHIC REGION: 4

ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	6	\$29,050	\$39,559	\$38,500	\$32,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	29,050	39,893	39,500	40,000
Age	6	36	51	53	57
Years with Present Bank	6	9	17	15	22
Years in Position	6	3	8	7	9
No. of Employees Supervised	6	1	5	4	6
Asset Size (Millions)	6	\$1,520.0	\$2,670.5	\$2,174.5	\$3,244.0

EDP OFFICER-SR.

Base Salary	7	\$34,049	\$49,157	\$47,700	\$53,850
Bonus		INSUFFICIENT DATA			
Total Compensation	7	34,049	49,157	47,700	53,850
Age	7	39	43	40	47
Years with Present Bank	7	1	6	4	9
Years in Position	7	1	4	4	7
No. of Employees Supervised	7	19	139	76	95
Asset Size (Millions)	7	\$1,203.5	\$1,989.7	\$1,624.0	\$1,978.5

FINANCIAL OFFICER-SR.

Base Salary	8	\$47,500	\$60,340	\$53,761	\$70,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	47,500	61,208	53,761	76,946
Age	8	39	47	47	50
Years with Present Bank	8	5	15	13	15
Years in Position	8	2	7	7	7
No. of Employees Supervised	8	13	35	32	42
Asset Size (Millions)	8	\$1,378.0	\$1,986.5	\$1,797.5	\$1,986.0

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	8	\$20,150	\$23,958	\$23,638	\$26,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	20,150	23,958	23,638	26,500
Age	8	30	37	34	38
Years with Present Bank	8	2	7	5	8
Years in Position	8	1	3	2	4
No. of Employees Supervised	8	0	27	26	32
Asset Size (Millions)	8	\$1,378.0	\$1,986.5	\$1,797.5	\$1,986.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	5	\$24,697	\$32,358	\$30,384	\$35,199
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,697	32,358	30,384	35,199
Age	5	35	41	35	36
Years with Present Bank	5	4	15	11	12
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	17	42	31	44
Asset Size (Millions)	5	\$1,222.5	\$1,683.6	\$1,624.0	\$1,797.5

INSTALMENT LOAN OFFICER					
Base Salary	6	\$19,566	\$22,847	\$23,050	\$23,575
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,566	22,847	23,050	23,575
Age	6	36	45	44	50
Years with Present Bank	6	7	20	22	26
Years in Position	6	3	5	4	6
No. of Employees Supervised	6	0	5	1	1
Asset Size (Millions)	6	\$1,203.5	\$1,921.3	\$1,520.0	\$1,797.5

INTERNAL AUDITING OFFICER-SR.					
Base Salary	8	\$33,000	\$40,065	\$40,409	\$43,200
Bonus		INSUFFICIENT DATA			
Total Compensation	8	33,000	40,377	40,409	45,700
Age	8	38	46	45	55
Years with Present Bank	8	7	14	11	13
Years in Position	8	3	8	6	11
No. of Employees Supervised	8	14	20	20	24
Asset Size (Millions)	8	\$1,378.0	\$1,986.5	\$1,797.5	\$1,986.0

INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	7	\$45,500	\$63,329	\$50,000	\$64,150
Bonus		INSUFFICIENT DATA			
Total Compensation	7	45,500	63,829	53,500	64,150
Age	7	40	47	49	50
Years with Present Bank	7	5	12	12	16
Years in Position	7	3	6	6	9
No. of Employees Supervised	7	14	40	34	40
Asset Size (Millions)	7	\$1,520.0	\$2,572.7	\$1,986.0	\$3,244.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	7	\$28,250	\$38,671	\$34,857	\$44,550
Bonus		INSUFFICIENT DATA			
Total Compensation	7	28,250	38,671	34,857	44,550
Age	7	34	44	50	52
Years with Present Bank	7	10	18	17	26
Years in Position	7	3	5	6	6
No. of Employees Supervised	7	1	23	10	14
Asset Size (Millions)	7	\$1,203.5	\$1,986.6	\$1,624.0	\$2,174.5

MARKETING DIRECTOR					
Base Salary	8	\$36,500	\$50,494	\$45,350	\$56,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	36,500	51,369	47,100	59,500
Age	8	40	46	45	46
Years with Present Bank	8	2	11	13	15
Years in Position	8	1	5	4	6
No. of Employees Supervised	8	6	12	10	12
Asset Size (Millions)	8	\$1,378.0	\$2,254.8	\$1,797.5	\$1,986.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	7	\$42,605	\$57,673	\$57,500	\$67,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	42,605	58,173	57,500	68,750
Age	7	44	52	51	57
Years with Present Bank	7	3	17	17	25
Years in Position	7	1	6	6	9
No. of Employees Supervised	7	13	39	37	56
Asset Size (Millions)	7	\$1,222.5	\$2,380.0	\$1,971.0	\$3,048.0

MORTGAGE LOAN OFFICER					
Base Salary	8	\$29,256	\$33,006	\$30,500	\$34,840
Bonus		INSUFFICIENT DATA			
Total Compensation	8	29,256	33,206	30,500	34,840
Age	8	42	44	45	46
Years with Present Bank	8	7	14	11	17
Years in Position	8	2	4	4	5
No. of Employees Supervised	8	2	8	8	14
Asset Size (Millions)	8	\$1,378.0	\$2,254.8	\$1,797.5	\$1,986.0

GEOGRAPHIC REGION: 4
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER-JR.					
Base Salary	7	\$18,700	\$23,211	\$25,000	\$25,751
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,700	23,211	25,000	25,751
Age	7	29	35	30	39
Years with Present Bank	7	5	11	7	15
Years in Position	7	1	3	2	5
No. of Employees Supervised	7	0	1	0	1
Asset Size (Millions)	7	\$1,222.5	\$2,380.0	\$1,971.0	\$3,048.0

NEW ACCOUNTS OFFICER

Base Salary	6	\$14,694	\$20,437	\$18,533	\$21,843
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,694	20,437	18,533	21,843
Age	6	30	38	36	39
Years with Present Bank	6	4	12	9	12
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	0	4	1	5
Asset Size (Millions)	6	\$1,222.5	\$2,157.0	\$1,797.5	\$2,174.5

OFFICER TRAINEE-BACHELOR'S DEGREE

Base Salary	5	\$13,400	\$15,360	\$14,000	\$14,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,400	15,360	14,000	14,500
Age		INSUFFICIENT DATA			
Years with Present Bank		INSUFFICIENT DATA			
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$1,520.0	\$2,304.2	\$1,971.0	\$1,978.5

OPERATIONS OFFICER-SR.

Base Salary	7	\$38,231	\$57,861	\$60,000	\$66,625
Bonus		INSUFFICIENT DATA			
Total Compensation	7	38,231	60,238	69,000	70,446
Age	7	40	43	43	46
Years with Present Bank	7	2	9	7	13
Years in Position	7	2	5	3	7
No. of Employees Supervised	7	111	317	328	408
Asset Size (Millions)	7	\$1,203.5	\$1,683.1	\$1,624.0	\$1,978.5

GEOGRAPHIC REGION: 4
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER-SR.					
Base Salary	9	\$37,459	\$55,758	\$54,000	\$58,200
Bonus		INSUFFICIENT DATA			
Total Compensation	9	38,059	55,891	54,000	58,200
Age	9	41	47	47	51
Years with Present Bank	9	10	14	15	18
Years in Position	9	4	8	7	8
No. of Employees Supervised	9	14	53	21	31
Asset Size (Millions)	9	\$1,397.0	\$2,268.4	\$1,971.0	\$2,182.0

SECURITY OFFICER-SR.					
Base Salary	8	\$22,004	\$29,620	\$28,036	\$31,400
Bonus		INSUFFICIENT DATA			
Total Compensation	8	22,004	29,620	28,036	31,400
Age	8	39	53	54	60
Years with Present Bank	8	2	9	8	13
Years in Position	8	1	4	2	5
No. of Employees Supervised	8	10	21	20	31
Asset Size (Millions)	8	\$1,416.0	\$2,379.8	\$1,978.5	\$2,378.0

TRAINING DIRECTOR					
Base Salary	6	\$19,300	\$25,327	\$26,000	\$29,400
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,300	25,327	26,000	29,400
Age	6	31	35	34	36
Years with Present Bank	6	4	7	7	9
Years in Position	6	2	4	3	4
No. of Employees Supervised	6	1	5	3	5
Asset Size (Millions)	6	\$1,520.0	\$2,247.5	\$1,978.5	\$2,182.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	7	\$51,018	\$68,576	\$71,500	\$78,850
Bonus		INSUFFICIENT DATA			
Total Compensation	7	55,029	71,965	73,000	80,000
Age	7	43	48	45	51
Years with Present Bank	7	5	13	12	18
Years in Position	7	2	5	4	6
No. of Employees Supervised	7	33	85	77	102
Asset Size (Millions)	7	\$1,203.5	\$1,683.1	\$1,624.0	\$1,978.5

GEOGRAPHIC REGION: 4
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST OPERATIONS MANAGER					
Base Salary	7	\$27,780	\$35,323	\$33,000	\$40,900
Bonus		INSUFFICIENT DATA			
Total Compensation	7	27,780	35,323	33,000	40,900
Age	7	42	47	44	49
Years with Present Bank	7	8	14	13	20
Years in Position	7	2	5	3	8
No. of Employees Supervised	7	5	28	30	38
Asset Size (Millions)	7	\$1,203.5	\$1,683.1	\$1,624.0	\$1,978.5

Cash Compensation Data

Region V: East-South Central

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: LESS THAN \$10 MILLION

Of the 225 banks submitting data for the East-South Central region, 10 banks were in the Less Than \$10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector

Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 5
 ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	10	\$24,500	\$30,300	\$29,000	\$35,000
Bonus	5	1,510	5,204	5,000	6,500
Total Compensation	10	25,010	32,902	33,000	38,500
Age	10	36	49	48	58
Years with Present Bank	9	2	15	4	23
Years in Position	9	2	6	4	5
No. of Employees Supervised	10	10	12	12	13
Asset Size (Millions)	10	\$4.5	\$6.8	\$7.5	\$8.0

SECOND RANKING OFFICER					
Base Salary	7	\$17,700	\$22,800	\$23,600	\$24,000
Bonus	5	950	2,980	2,000	2,750
Total Compensation	7	18,650	24,929	26,000	28,050
Age	7	30	38	37	42
Years with Present Bank	7	1	7	4	11
Years in Position	7	1	3	4	4
No. of Employees Supervised	7	6	11	11	12
Asset Size (Millions)	7	\$3.5	\$6.7	\$7.0	\$8.5

OPERATIONS OFFICER-SR.					
Base Salary	5	\$10,900	\$13,260	\$12,500	\$13,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,200	13,560	12,500	13,250
Age	5	29	35	36	38
Years with Present Bank	5	1	5	2	6
Years in Position	5	1	1	1	2
No. of Employees Supervised	5	4	7	7	9
Asset Size (Millions)	5	\$4.5	\$6.2	\$7.0	\$7.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$10 TO \$19 MILLION

Of the 225 banks submitting data for the East-South Central region, 43 banks were in the \$10 to \$19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
Instalment Loan Collector

Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	42	\$30,500	\$35,257	\$35,202	\$37,725
Bonus	25	2,500	4,068	3,400	5,518
Total Compensation	42	31,850	37,678	36,980	40,875
Age	40	41	50	52	57
Years with Present Bank	42	5	14	8	21
Years in Position	42	3	9	6	12
No. of Employees Supervised	41	13	17	16	20
Asset Size (Millions)	42	\$12.0	\$14.6	\$14.0	\$17.0

SECOND RANKING OFFICER					
Base Salary	37	\$21,800	\$25,894	\$25,200	\$29,388
Bonus	23	1,750	3,127	2,880	3,555
Total Compensation	37	24,000	27,837	27,500	31,860
Age	35	33	42	38	48
Years with Present Bank	37	4	10	7	10
Years in Position	37	3	5	4	6
No. of Employees Supervised	34	6	12	12	16
Asset Size (Millions)	37	\$13.0	\$14.9	\$14.0	\$17.0

BRANCH MANAGER					
Base Salary	8	\$10,500	\$16,847	\$17,175	\$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,500	17,185	17,525	20,300
Age	8	29	36	38	38
Years with Present Bank	8	3	4	4	6
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	2	4	4	5
Asset Size (Millions)	8	\$10.0	\$14.1	\$14.5	\$17.0

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	8	\$18,000	\$23,500	\$23,000	\$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,000	24,400	24,675	27,600
Age	8	30	39	36	41
Years with Present Bank	8	2	4	3	5
Years in Position	8	2	3	2	2
No. of Employees Supervised	8	2	3	3	3
Asset Size (Millions)	8	\$13.0	\$15.4	\$16.0	\$17.0

GEOGRAPHIC REGION: 5
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CONTROLLER					
Base Salary	9	\$12,740	\$17,219	\$16,000	\$19,491
Bonus	5	275	590	350	515
Total Compensation	9	13,765	17,547	16,350	19,491
Age	7	31	37	37	43
Years with Present Bank	8	3	6	4	5
Years in Position	9	3	3	3	4
No. of Employees Supervised	9	4	11	8	10
Asset Size (Millions)	9	\$10.5	\$13.3	\$13.0	\$14.5

GENERAL LOAN OFFICER					
Base Salary	12	\$12,600	\$16,211	\$16,150	\$18,528
Bonus		INSUFFICIENT DATA			
Total Compensation	12	13,000	16,770	16,267	20,000
Age	12	31	39	38	39
Years with Present Bank	12	4	11	8	10
Years in Position	12	3	6	4	6
No. of Employees Supervised	11	1	3	2	4
Asset Size (Millions)	12	\$13.0	\$15.1	\$15.5	\$17.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	9	\$15,750	\$17,277	\$17,500	\$18,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,350	17,666	17,500	18,750
Age	8	31	37	39	41
Years with Present Bank	9	2	6	4	7
Years in Position	9	2	4	3	3
No. of Employees Supervised	8	3	4	4	4
Asset Size (Millions)	9	\$12.0	\$15.0	\$14.0	\$17.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	6	\$6,980	\$11,936	\$12,577	\$14,577
Bonus		INSUFFICIENT DATA			
Total Compensation	6	7,280	12,586	13,427	15,077
Age	5	28	32	32	34
Years with Present Bank	6	2	5	6	7
Years in Position	6	1	3	2	5
No. of Employees Supervised	5	0	1	1	1
Asset Size (Millions)	6	\$11.0	\$13.7	\$14.0	\$14.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	17	\$13,741	\$17,311	\$17,400	\$18,915
Bonus	12	800	2,232	1,918	2,600
Total Compensation	17	15,050	18,887	18,783	20,638
Age	17	33	41	37	50
Years with Present Bank	17	4	15	5	18
Years in Position	17	2	6	3	7
No. of Employees Supervised	15	4	9	8	13
Asset Size (Millions)	17	\$14.0	\$15.2	\$16.0	\$17.0

OPERATIONS OFFICER-JR.					
Base Salary	13	\$10,312	\$11,429	\$11,000	\$12,526
Bonus	5	175	728	990	995
Total Compensation	13	10,387	11,709	11,692	12,857
Age	11	30	41	42	45
Years with Present Bank	11	3	14	5	19
Years in Position	12	1	5	4	5
No. of Employees Supervised	13	2	6	5	9
Asset Size (Millions)	13	\$12.0	\$13.6	\$13.0	\$15.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$20 TO \$29 MILLION

Of the 225 banks submitting data for the East-South Central region, 46 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$20 TO \$29 MILLION

Of the 225 banks submitting data for the East-South Central region, 46 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 5
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	17	\$19,250	\$22,166	\$21,500	\$24,000
Bonus	7	918	2,154	1,440	2,750
Total Compensation	17	19,250	23,053	23,800	25,395
Age	16	29	39	37	46
Years with Present Bank	17	4	10	5	10
Years in Position	17	1	3	2	5
No. of Employees Supervised	13	3	7	4	9
Asset Size (Millions)	17	\$22.0	\$24.2	\$23.0	\$26.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	12	\$14,380	\$16,467	\$15,350	\$18,000
Bonus	7	636	1,319	1,000	1,455
Total Compensation	12	15,000	17,236	16,995	18,000
Age	11	27	33	33	36
Years with Present Bank	12	2	8	5	7
Years in Position	12	1	2	2	3
No. of Employees Supervised	11	0	1	1	3
Asset Size (Millions)	12	\$20.0	\$24.8	\$25.5	\$28.0

CONTROLLER					
Base Salary	17	\$16,614	\$18,697	\$17,600	\$19,980
Bonus	6	718	1,952	1,456	2,681
Total Compensation	17	17,000	19,386	18,000	20,630
Age	16	30	41	40	46
Years with Present Bank	17	5	13	9	14
Years in Position	17	2	6	3	8
No. of Employees Supervised	14	2	13	11	20
Asset Size (Millions)	17	\$22.0	\$24.8	\$25.0	\$28.0

GENERAL LOAN OFFICER					
Base Salary	15	\$14,250	\$17,451	\$16,500	\$19,000
Bonus	6	368	1,081	813	1,513
Total Compensation	15	15,225	17,883	16,500	19,037
Age	14	32	36	35	39
Years with Present Bank	15	5	9	8	13
Years in Position	15	1	4	5	5
No. of Employees Supervised	14	1	4	2	3
Asset Size (Millions)	15	\$21.0	\$24.3	\$25.0	\$26.5

GEOGRAPHIC REGION: 5
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	10	\$9,300	\$11,838	\$11,500	\$13,469
Bonus	5	900	1,437	1,235	1,443
Total Compensation	10	9,300	12,556	12,375	13,950
Age	10	23	30	27	31
Years with Present Bank	10	2	3	2	2
Years in Position	10	2	2	2	2
No. of Employees Supervised	9	0	0	0	0
Asset Size (Millions)	10	\$20.5	\$23.4	\$23.0	\$24.0

INSTALMENT LOAN OFFICER-SR.

Base Salary	20	\$13,200	\$16,111	\$16,500	\$17,700
Bonus	8	651	1,764	1,662	2,475
Total Compensation	20	13,500	16,816	16,500	19,040
Age	20	32	38	36	43
Years with Present Bank	20	4	7	6	9
Years in Position	20	1	3	3	4
No. of Employees Supervised	17	1	2	2	2
Asset Size (Millions)	20	\$22.0	\$24.5	\$24.0	\$27.0

INSTALMENT LOAN OFFICER-JR.

Base Salary	12	\$11,016	\$13,295	\$13,100	\$14,500
Bonus	7	477	1,334	1,350	1,800
Total Compensation	12	12,274	14,073	14,325	14,950
Age	11	25	30	27	36
Years with Present Bank	12	2	5	3	5
Years in Position	12	1	2	1	2
No. of Employees Supervised	11	0	1	0	1
Asset Size (Millions)	12	\$22.0	\$25.6	\$26.5	\$28.0

INTERNAL AUDITING OFFICER

Base Salary	8	\$10,500	\$13,004	\$11,950	\$12,900
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,500	13,558	12,650	13,592
Age	8	29	42	42	51
Years with Present Bank	8	3	14	17	18
Years in Position	8	1	4	4	5
No. of Employees Supervised	6	0	2	0	2
Asset Size (Millions)	8	\$21.0	\$24.6	\$25.0	\$27.0

GEOGRAPHIC REGION: 5
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE					
Base Salary	5	\$9,750	\$11,460	\$10,800	\$11,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	9,956	11,742	10,800	11,900
Age		INSUFFICIENT DATA			
Years with Present Bank	5	1	2	2	2
Years in Position	5	1	1	1	2
No. of Employees Supervised	5	0	1	0	1
Asset Size (Millions)	5	\$20.5	\$21.6	\$21.0	\$22.0

OPERATIONS OFFICER-SR.

Base Salary	31	\$14,540	\$18,614	\$20,000	\$22,500
Bonus	15	604	1,508	1,000	1,700
Total Compensation	31	15,170	19,343	20,700	23,000
Age	30	31	38	38	45
Years with Present Bank	31	3	11	9	17
Years in Position	29	2	4	3	6
No. of Employees Supervised	27	5	11	10	16
Asset Size (Millions)	31	\$21.5	\$24.2	\$23.0	\$27.0

OPERATIONS OFFICER-JR.

Base Salary	18	\$10,000	\$12,834	\$12,000	\$14,400
Bonus	7	600	1,385	1,373	1,913
Total Compensation	18	10,613	13,373	12,718	15,400
Age	18	30	39	34	42
Years with Present Bank	18	7	12	9	12
Years in Position	18	2	3	3	4
No. of Employees Supervised	15	0	6	4	8
Asset Size (Millions)	18	\$22.0	\$25.3	\$25.5	\$28.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$30 TO \$39 MILLION

Of the 225 banks submitting data for the East-South Central region, 28 banks were in the \$30 to \$39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Mortgage Loan Officer
Officer Trainee

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	28	\$33,000	\$44,039	\$40,675	\$46,000
Bonus	22	2,405	6,261	4,922	8,285
Total Compensation	28	39,000	48,959	46,155	49,500
Age	28	48	54	57	60
Years with Present Bank	27	9	22	18	31
Years in Position	25	3	10	9	15
No. of Employees Supervised	27	28	32	32	37
Asset Size (Millions)	28	\$30.0	\$33.3	\$33.0	\$35.0

SECOND RANKING OFFICER					
Base Salary	27	\$25,430	\$31,430	\$30,600	\$34,100
Bonus	19	1,655	4,463	3,500	4,875
Total Compensation	27	26,000	34,571	33,950	40,150
Age	27	42	48	46	53
Years with Present Bank	27	7	16	13	24
Years in Position	23	2	5	3	8
No. of Employees Supervised	24	19	25	29	31
Asset Size (Millions)	27	\$30.0	\$33.3	\$33.0	\$35.5

AGRICULTURAL LOAN OFFICER					
Base Salary	8	\$15,000	\$19,822	\$18,582	\$20,000
Bonus	6	750	1,481	1,543	1,677
Total Compensation	8	16,250	20,932	20,598	21,767
Age	8	28	42	37	48
Years with Present Bank	8	1	3	3	4
Years in Position	7	1	2	1	2
No. of Employees Supervised	7	0	10	0	1
Asset Size (Millions)	8	\$32.0	\$34.8	\$34.5	\$37.0

BRANCH MANAGER					
Base Salary	22	\$14,450	\$17,618	\$15,890	\$18,700
Bonus	14	1,220	2,342	1,650	2,675
Total Compensation	22	15,123	19,109	17,551	21,076
Age	22	31	39	38	45
Years with Present Bank	22	2	8	6	14
Years in Position	19	1	3	3	5
No. of Employees Supervised	20	4	6	5	6
Asset Size (Millions)	22	\$30.0	\$33.2	\$33.0	\$35.0

GEOGRAPHIC REGION: 5

ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	\$12,766	\$16,208	\$15,246	\$15,873
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,207	16,384	15,246	15,873
Age	5	28	36	31	33
Years with Present Bank	5	3	9	3	8
Years in Position	5	1	6	2	3
No. of Employees Supervised	5	1	2	2	2
Asset Size (Millions)	5	\$31.5	\$33.8	\$32.0	\$33.5

COMMERCIAL LOAN OFFICER-SR.

Base Salary	13	\$20,115	\$24,354	\$23,000	\$26,150
Bonus	8	1,500	2,421	2,388	3,200
Total Compensation	13	20,490	25,844	24,500	28,888
Age	13	33	42	40	45
Years with Present Bank	13	5	11	9	13
Years in Position	11	2	5	5	6
No. of Employees Supervised	11	3	9	7	8
Asset Size (Millions)	13	\$30.0	\$33.4	\$34.0	\$35.5

COMMERCIAL LOAN OFFICER-JR.

Base Salary	8	\$12,144	\$15,874	\$15,130	\$17,786
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,264	17,561	15,130	17,786
Age	8	28	38	41	45
Years with Present Bank	8	5	11	9	11
Years in Position	6	1	5	4	6
No. of Employees Supervised	6	0	3	2	3
Asset Size (Millions)	8	\$30.0	\$33.8	\$33.5	\$35.0

CONTROLLER

Base Salary	9	\$15,500	\$20,325	\$18,360	\$20,800
Bonus	6	793	1,673	1,500	1,525
Total Compensation	9	16,250	21,440	18,360	22,325
Age	9	30	35	32	38
Years with Present Bank	9	3	9	9	13
Years in Position	9	1	4	3	4
No. of Employees Supervised	7	3	18	10	29
Asset Size (Millions)	9	\$30.5	\$33.0	\$32.0	\$33.0

GEOGRAPHIC REGION: 5
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	11	\$15,345	\$19,107	\$16,680	\$21,775
Bonus	7	750	2,482	2,500	3,443
Total Compensation	11	15,695	20,686	18,287	25,500
Age	10	32	40	34	44
Years with Present Bank	10	2	11	5	9
Years in Position	8	1	3	3	4
No. of Employees Supervised	8	0	3	2	4
Asset Size (Millions)	11	\$30.0	\$33.5	\$32.0	\$36.0

INSTALMENT LOAN COLLECTOR					
Base Salary	8	\$8,640	\$12,178	\$11,491	\$12,780
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,982	12,810	11,850	13,845
Age	8	29	40	34	35
Years with Present Bank	7	1	4	3	6
Years in Position	6	1	3	1	2
No. of Employees Supervised	6	0	3	1	2
Asset Size (Millions)	8	\$33.0	\$35.0	\$34.5	\$37.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	9	\$16,500	\$21,647	\$22,000	\$24,532
Bonus	7	1,025	1,989	2,200	2,462
Total Compensation	9	17,125	23,194	24,424	27,100
Age	9	38	44	40	49
Years with Present Bank	9	7	15	12	20
Years in Position	8	3	9	5	9
No. of Employees Supervised	9	3	5	3	5
Asset Size (Millions)	9	\$30.0	\$33.6	\$34.0	\$35.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	10	\$11,650	\$14,931	\$15,121	\$15,423
Bonus	7	580	1,527	1,425	1,849
Total Compensation	10	12,470	16,000	15,603	17,670
Age	10	28	35	30	37
Years with Present Bank	10	5	9	8	13
Years in Position	10	2	5	5	7
No. of Employees Supervised	9	0	2	0	2
Asset Size (Millions)	10	\$31.5	\$34.1	\$34.5	\$35.5

GEOGRAPHIC REGION: 5

ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	14	\$10,750	\$12,897	\$12,200	\$15,540
Bonus	10	489	2,650	1,396	2,854
Total Compensation	14	11,380	14,790	13,746	17,393
Age	14	28	41	43	50
Years with Present Bank	14	3	14	12	15
Years in Position	11	1	4	2	5
No. of Employees Supervised	11	0	3	0	1
Asset Size (Millions)	14	\$30.5	\$33.6	\$33.5	\$35.5

OPERATIONS OFFICER-SR.

Base Salary	14	\$16,000	\$21,236	\$18,500	\$24,250
Bonus	10	1,143	2,293	1,881	2,990
Total Compensation	14	17,323	22,874	20,275	26,033
Age	14	35	45	41	52
Years with Present Bank	14	10	20	20	29
Years in Position	12	4	9	7	8
No. of Employees Supervised	13	9	17	16	20
Asset Size (Millions)	14	\$30.0	\$33.1	\$32.5	\$35.5

OPERATIONS OFFICER-JR.

Base Salary	10	\$11,460	\$13,984	\$12,965	\$14,750
Bonus	6	475	2,237	1,144	2,479
Total Compensation	10	12,075	15,326	14,193	16,191
Age	10	34	40	39	44
Years with Present Bank	10	8	14	15	17
Years in Position	8	2	3	3	4
No. of Employees Supervised	10	6	9	8	10
Asset Size (Millions)	10	\$30.5	\$34.1	\$34.0	\$36.0

PERSONNEL OFFICER

Base Salary	5	\$12,874	\$19,439	\$17,786	\$21,103
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,401	21,293	17,786	21,103
Age	5	36	40	38	40
Years with Present Bank	5	8	13	15	16
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$32.0	\$34.4	\$34.0	\$34.5

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$40 TO \$49 MILLION

Of the 225 banks submitting data for the East-South Central region, 20 banks were in the \$40 to \$49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Officer Trainee

GEOGRAPHIC REGION: 5

ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	20	\$42,800	\$46,886	\$46,700	\$49,500
Bonus	14	1,833	6,520	4,370	8,175
Total Compensation	20	46,800	51,450	50,170	54,000
Age	20	47	53	53	58
Years with Present Bank	20	7	19	16	29
Years in Position	20	3	9	9	12
No. of Employees Supervised	20	33	46	48	60
Asset Size (Millions)	20	\$43.0	\$45.6	\$46.0	\$48.0

SECOND RANKING OFFICER

Base Salary	17	\$24,200	\$32,638	\$33,360	\$35,450
Bonus	12	700	4,461	3,348	6,000
Total Compensation	17	26,695	35,787	37,400	40,200
Age	17	38	44	44	49
Years with Present Bank	17	6	13	10	15
Years in Position	17	3	5	5	8
No. of Employees Supervised	17	21	41	43	60
Asset Size (Millions)	17	\$42.5	\$45.6	\$46.0	\$47.5

BRANCH MANAGER

Base Salary	17	\$13,900	\$17,830	\$16,700	\$20,166
Bonus	11	698	1,364	1,055	1,550
Total Compensation	17	14,088	18,712	17,215	20,916
Age	16	35	40	38	43
Years with Present Bank	16	6	12	8	17
Years in Position	17	2	5	4	6
No. of Employees Supervised	17	4	8	5	6
Asset Size (Millions)	17	\$42.5	\$45.8	\$46.0	\$48.0

BUSINESS DEVELOPMENT OFFICER

Base Salary	6	\$15,600	\$21,700	\$21,500	\$24,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,410	22,412	21,825	25,500
Age	6	37	45	48	49
Years with Present Bank	6	6	13	8	15
Years in Position	6	2	5	4	5
No. of Employees Supervised	6	1	3	5	5
Asset Size (Millions)	6	\$43.0	\$46.7	\$47.5	\$49.0

GEOGRAPHIC REGION: 5
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	12	\$25,000	\$28,267	\$28,550	\$30,000
Bonus	7	525	1,982	1,575	2,775
Total Compensation	12	25,200	29,423	29,525	32,450
Age	12	34	45	47	54
Years with Present Bank	12	3	7	5	10
Years in Position	12	2	5	4	5
No. of Employees Supervised	12	4	11	8	10
Asset Size (Millions)	12	\$45.0	\$46.7	\$46.5	\$49.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	8	\$15,000	\$18,687	\$18,302	\$19,500
Bonus	6	453	1,363	1,100	1,825
Total Compensation	8	16,500	19,710	18,765	22,425
Age	7	31	43	44	47
Years with Present Bank	7	2	8	7	7
Years in Position	7	1	4	3	6
No. of Employees Supervised	7	0	3	2	5
Asset Size (Millions)	8	\$41.0	\$44.4	\$45.0	\$46.0

CONTROLLER					
Base Salary	11	\$15,775	\$21,023	\$20,400	\$25,000
Bonus	8	500	1,578	1,450	2,400
Total Compensation	11	16,442	22,170	21,500	25,250
Age	11	32	37	38	42
Years with Present Bank	11	3	10	8	15
Years in Position	11	2	4	4	5
No. of Employees Supervised	11	1	11	5	10
Asset Size (Millions)	11	\$42.0	\$46.3	\$47.0	\$49.0

GENERAL LOAN OFFICER					
Base Salary	9	\$18,750	\$21,371	\$19,800	\$22,750
Bonus	8	700	1,819	1,800	2,610
Total Compensation	9	19,963	22,988	21,450	24,579
Age	9	35	42	43	46
Years with Present Bank	9	2	12	7	15
Years in Position	9	1	5	2	6
No. of Employees Supervised	9	0	10	3	7
Asset Size (Millions)	9	\$41.5	\$44.3	\$43.0	\$46.5

GEOGRAPHIC REGION: 5
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	12	\$10,800	\$13,989	\$14,400	\$15,000
Bonus	9	521	842	800	1,023
Total Compensation	12	11,730	14,621	15,488	15,800
Age	12	27	35	32	43
Years with Present Bank	12	1	3	3	5
Years in Position	12	0	3	2	3
No. of Employees Supervised	12	0	6	1	3
Asset Size (Millions)	12	\$42.0	\$45.7	\$46.5	\$48.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	13	\$18,000	\$19,819	\$20,000	\$21,566
Bonus	7	700	1,770	1,500	2,397
Total Compensation	13	18,500	20,773	21,500	22,782
Age	12	31	40	41	46
Years with Present Bank	12	4	8	8	8
Years in Position	13	2	4	4	5
No. of Employees Supervised	13	0	4	3	5
Asset Size (Millions)	13	\$44.0	\$45.9	\$46.0	\$47.5

INSTALMENT LOAN OFFICER-JR.					
Base Salary	9	\$12,300	\$15,797	\$15,000	\$16,750
Bonus	6	577	1,499	1,350	1,856
Total Compensation	9	12,825	16,796	15,801	17,575
Age	8	28	37	37	39
Years with Present Bank	9	5	8	6	8
Years in Position	9	2	3	3	4
No. of Employees Supervised	9	0	2	0	2
Asset Size (Millions)	9	\$44.5	\$46.6	\$47.0	\$48.5

INTERNAL AUDITING OFFICER					
Base Salary	13	\$12,900	\$15,722	\$15,200	\$17,250
Bonus	8	500	882	888	1,035
Total Compensation	13	13,788	16,264	16,337	17,727
Age	13	30	43	49	50
Years with Present Bank	13	5	14	8	16
Years in Position	13	2	4	4	5
No. of Employees Supervised	13	0	6	0	1
Asset Size (Millions)	13	\$44.0	\$46.2	\$46.0	\$48.5

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	6	\$14,670	\$21,529	\$19,730	\$24,688
Bonus	6	INSUFFICIENT DATA			
Total Compensation	6	15,701	22,531	19,730	24,938
Age	6	31	41	39	42
Years with Present Bank	6	1	8	6	10
Years in Position	6	1	4	3	4
No. of Employees Supervised	6	0	2	1	2
Asset Size (Millions)	6	\$43.5	\$46.7	\$47.0	\$48.5

OPERATIONS OFFICER-SR.

Base Salary	13	\$16,130	\$21,354	\$21,500	\$25,300
Bonus	7	484	1,801	2,150	2,720
Total Compensation	13	17,584	22,324	21,500	25,300
Age	13	31	38	37	44
Years with Present Bank	13	2	9	5	12
Years in Position	13	1	4	2	4
No. of Employees Supervised	13	13	27	22	28
Asset Size (Millions)	13	\$42.5	\$45.5	\$46.0	\$47.5

OPERATIONS OFFICER-JR.

Base Salary	9	\$12,654	\$15,474	\$15,000	\$16,980
Bonus	6	550	1,144	1,191	1,366
Total Compensation	9	13,520	16,237	16,150	16,980
Age	9	38	43	43	45
Years with Present Bank	9	9	13	11	14
Years in Position	9	2	3	3	5
No. of Employees Supervised	9	6	19	11	17
Asset Size (Millions)	9	\$42.5	\$46.1	\$47.0	\$48.5

PERSONNEL OFFICER

Base Salary	8	\$12,650	\$16,676	\$15,450	\$21,000
Bonus	7	335	1,151	1,500	1,720
Total Compensation	8	13,070	17,684	16,580	22,750
Age	8	31	42	44	48
Years with Present Bank	8	6	20	20	28
Years in Position	8	1	3	4	4
No. of Employees Supervised	8	3	22	13	29
Asset Size (Millions)	8	\$41.0	\$46.1	\$47.5	\$49.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$50 TO \$99 MILLION

Of the 225 banks submitting data for the East-South Central region, 33 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)	Loan Review Officer
Business Development Officer	Mortgage Loan Officer-Sr.
Correspondent Bank Officer-Sr.	Officer Trainee-Master's Degree
International Banking Officer-Sr.	Training Director

GEOGRAPHIC REGION: 5

ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	32	\$48,000	\$57,803	\$54,575	\$69,000
Bonus	13	3,091	12,745	8,122	9,793
Total Compensation	32	48,000	62,981	58,250	70,000
Age	32	43	52	55	59
Years with Present Bank	32	8	17	12	24
Years in Position	31	3	8	6	10
No. of Employees Supervised	30	59	78	79	99
Asset Size (Millions)	32	\$57.0	\$74.8	\$77.5	\$89.0

ADVERTISING OFFICER					
Base Salary	9	\$16,500	\$22,328	\$21,000	\$26,125
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,840	22,644	21,965	26,125
Age	9	39	43	42	46
Years with Present Bank	9	5	9	7	11
Years in Position	8	1	7	6	7
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	\$57.0	\$72.7	\$74.0	\$82.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	12	\$26,400	\$33,871	\$34,288	\$38,114
Bonus	6	1,075	2,641	2,300	3,250
Total Compensation	12	27,074	35,191	36,088	40,000
Age	12	39	48	48	52
Years with Present Bank	12	9	18	19	25
Years in Position	12	2	6	6	10
No. of Employees Supervised	12	0	11	3	5
Asset Size (Millions)	12	\$57.0	\$76.0	\$79.0	\$91.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	13	\$27,600	\$33,482	\$33,280	\$38,000
Bonus	7	1,586	3,095	3,075	4,100
Total Compensation	13	29,311	35,148	36,000	38,250
Age	13	34	42	41	45
Years with Present Bank	12	5	13	12	17
Years in Position	12	1	7	3	5
No. of Employees Supervised	13	13	32	23	42
Asset Size (Millions)	13	\$61.0	\$79.1	\$84.0	\$90.5

GEOGRAPHIC REGION: 5
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	8	\$17,600	\$25,283	\$24,581	\$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,700	26,279	25,530	27,000
Age	8	33	42	42	46
Years with Present Bank	8	8	12	11	14
Years in Position	8	3	8	6	10
No. of Employees Supervised	8	10	12	12	14
Asset Size (Millions)	8	\$74.0	\$83.6	\$86.5	\$89.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	30	\$14,600	\$18,863	\$17,280	\$22,382
Bonus	9	790	1,309	1,300	1,475
Total Compensation	30	15,735	19,255	17,846	23,243
Age	30	33	43	42	52
Years with Present Bank	30	6	14	13	19
Years in Position	29	2	5	3	7
No. of Employees Supervised	29	4	6	6	7
Asset Size (Millions)	30	\$57.0	\$75.1	\$78.0	\$89.5

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	6	\$20,418	\$26,506	\$25,300	\$28,200
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,188	27,811	27,446	29,850
Age	6	30	40	39	46
Years with Present Bank	6	2	13	7	16
Years in Position	6	1	8	5	10
No. of Employees Supervised	6	0	9	6	9
Asset Size (Millions)	6	\$54.0	\$67.7	\$61.0	\$72.5

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	10	\$11,218	\$19,614	\$20,000	\$23,550
Bonus		INSUFFICIENT DATA			
Total Compensation	10	11,455	20,026	20,252	24,403
Age	10	33	40	38	43
Years with Present Bank	9	2	9	8	10
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	1	5	3	6
Asset Size (Millions)	10	\$58.5	\$78.9	\$86.5	\$90.5

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	13	\$25,300	\$30,149	\$31,000	\$35,700
Bonus	5	1,644	2,570	2,500	3,000
Total Compensation	13	25,300	31,138	31,000	36,532
Age	13	36	43	42	48
Years with Present Bank	13	4	11	8	14
Years in Position	13	2	5	5	5
No. of Employees Supervised	12	4	11	9	15
Asset Size (Millions)	13	\$59.5	\$74.3	\$68.0	\$89.5

COMMERCIAL LOAN OFFICER					
Base Salary	25	\$20,150	\$25,925	\$24,500	\$28,000
Bonus	7	1,126	1,664	1,697	1,900
Total Compensation	25	20,150	26,391	25,000	28,000
Age	25	37	45	44	52
Years with Present Bank	25	9	15	12	19
Years in Position	24	3	6	5	7
No. of Employees Supervised	24	0	8	1	5
Asset Size (Millions)	25	\$59.0	\$75.4	\$80.0	\$89.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	14	\$13,200	\$18,529	\$17,250	\$20,250
Bonus		INSUFFICIENT DATA			
Total Compensation	14	13,750	18,777	17,250	20,250
Age	14	27	35	33	38
Years with Present Bank	14	2	9	8	11
Years in Position	14	1	3	2	6
No. of Employees Supervised	14	0	2	0	2
Asset Size (Millions)	14	\$64.5	\$78.4	\$81.5	\$86.5

EDP OFFICER-SR.					
Base Salary	14	\$18,600	\$22,303	\$21,898	\$25,500
Bonus	6	1,200	1,897	1,500	1,913
Total Compensation	14	19,750	23,116	23,679	25,500
Age	13	31	36	33	38
Years with Present Bank	14	5	10	8	14
Years in Position	14	1	4	3	5
No. of Employees Supervised	14	4	6	5	8
Asset Size (Millions)	14	\$67.5	\$83.2	\$86.5	\$95.5

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	15	\$18,500	\$26,271	\$27,800	\$29,250
Bonus		INSUFFICIENT DATA			
Total Compensation	15	18,500	26,586	27,800	29,868
Age	15	31	42	43	48
Years with Present Bank	15	3	9	8	15
Years in Position	15	1	3	2	6
No. of Employees Supervised	15	4	19	5	21
Asset Size (Millions)	15	\$54.5	\$75.9	\$82.0	\$89.0

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	13	\$11,700	\$15,957	\$13,780	\$15,679
Bonus	6	690	1,249	1,070	1,120
Total Compensation	13	11,920	16,533	14,820	15,679
Age	13	30	35	32	39
Years with Present Bank	13	2	5	4	6
Years in Position	13	1	2	2	3
No. of Employees Supervised	13	0	3	2	3
Asset Size (Millions)	13	\$59.0	\$77.5	\$84.0	\$90.0

INSTALMENT LOAN DEPARTMENT MANAGER

Base Salary	20	\$18,700	\$21,449	\$21,750	\$23,094
Bonus	5	811	1,743	1,620	1,859
Total Compensation	20	18,700	21,885	21,750	25,000
Age	19	34	40	40	46
Years with Present Bank	20	5	9	8	12
Years in Position	20	2	4	4	5
No. of Employees Supervised	19	3	6	5	7
Asset Size (Millions)	20	\$57.0	\$73.9	\$68.0	\$90.0

INSTALMENT LOAN OFFICER

Base Salary	20	\$15,000	\$18,950	\$17,200	\$20,000
Bonus	5	1,047	1,506	1,372	1,669
Total Compensation	20	15,960	19,327	17,200	20,250
Age	20	31	38	35	43
Years with Present Bank	20	4	9	7	13
Years in Position	19	2	3	2	5
No. of Employees Supervised	19	0	3	1	5
Asset Size (Millions)	20	\$58.0	\$76.4	\$82.5	\$89.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER-SR.					
Base Salary	25	\$15,360	\$18,426	\$17,400	\$20,750
Bonus	9	638	1,165	1,200	1,442
Total Compensation	25	15,638	18,845	17,540	21,400
Age	25	31	39	40	45
Years with Present Bank	25	4	11	7	16
Years in Position	25	1	4	4	6
No. of Employees Supervised	25	0	2	1	2
Asset Size (Millions)	25	\$57.5	\$75.8	\$80.0	\$89.5

MARKETING DIRECTOR

Base Salary	9	\$18,500	\$23,708	\$24,500	\$27,450
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,250	24,223	24,500	27,787
Age	9	38	43	39	41
Years with Present Bank	9	6	14	18	19
Years in Position	9	3	4	4	5
No. of Employees Supervised	9	0	7	2	3
Asset Size (Millions)	9	\$54.5	\$74.2	\$81.0	\$86.5

MORTGAGE LOAN DEPARTMENT MANAGER

Base Salary	7	\$14,500	\$19,357	\$19,000	\$23,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,550	19,761	19,000	23,250
Age	7	29	38	36	40
Years with Present Bank	7	1	10	7	11
Years in Position	7	1	3	3	4
No. of Employees Supervised	7	0	2	2	3
Asset Size (Millions)	7	\$59.0	\$75.7	\$74.0	\$87.5

MORTGAGE LOAN OFFICER

Base Salary	8	\$18,000	\$22,638	\$20,750	\$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,000	23,081	21,150	25,000
Age	8	29	43	33	61
Years with Present Bank	8	3	12	7	10
Years in Position	8	2	4	4	4
No. of Employees Supervised	8	0	12	3	7
Asset Size (Millions)	8	\$57.0	\$70.0	\$63.0	\$80.0

GEOGRAPHIC REGION: 5
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	12	\$12,500	\$14,897	\$13,750	\$15,420
Bonus		INSUFFICIENT DATA			
Total Compensation	12	12,980	15,278	14,400	16,200
Age	12	33	46	43	57
Years with Present Bank	12	7	16	14	23
Years in Position	12	1	3	2	6
No. of Employees Supervised	12	0	2	2	3
Asset Size (Millions)	12	\$57.0	\$70.2	\$63.5	\$80.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	8	\$10,000	\$12,010	\$12,750	\$13,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,000	12,010	12,750	13,000
Age	8	23	26	25	26
Years with Present Bank	8	1	2	1	2
Years in Position	8	0	1	1	1
No. of Employees Supervised	8	0	0	0	0
Asset Size (Millions)	8	\$57.0	\$78.3	\$89.0	\$90.0

OPERATIONS OFFICER-SR.					
Base Salary	21	\$23,798	\$27,803	\$28,000	\$29,750
Bonus	8	800	1,815	1,730	1,941
Total Compensation	21	25,448	28,494	28,260	30,000
Age	21	38	45	44	52
Years with Present Bank	21	7	17	11	27
Years in Position	21	3	6	6	7
No. of Employees Supervised	20	11	36	33	52
Asset Size (Millions)	21	\$57.0	\$74.4	\$74.0	\$89.0

PERSONNEL OFFICER-SR.					
Base Salary	20	\$15,800	\$18,535	\$17,700	\$18,500
Bonus	6	540	1,610	933	1,775
Total Compensation	20	15,800	19,018	18,150	19,200
Age	20	30	39	38	45
Years with Present Bank	20	6	12	11	13
Years in Position	19	1	3	3	5
No. of Employees Supervised	19	1	20	2	25
Asset Size (Millions)	20	\$57.0	\$76.0	\$81.0	\$89.0

GEOGRAPHIC REGION: 5

ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	11	\$12,150	\$17,106	\$16,000	\$18,633
Bonus		INSUFFICIENT DATA			
Total Compensation	11	12,750	17,502	16,000	19,583
Age	11	34	48	43	61
Years with Present Bank	11	7	18	17	23
Years in Position	10	3	6	5	6
No. of Employees Supervised	10	0	2	0	1
Asset Size (Millions)	11	\$58.0	\$72.2	\$74.0	\$84.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	12	\$21,600	\$28,472	\$26,750	\$28,900
Bonus	6	451	1,454	1,420	2,012
Total Compensation	12	23,439	29,199	27,403	30,000
Age	12	33	43	43	51
Years with Present Bank	12	1	11	9	14
Years in Position	12	1	6	6	8
No. of Employees Supervised	12	1	3	2	3
Asset Size (Millions)	12	\$58.0	\$78.8	\$85.0	\$91.0

TRUST OPERATIONS MANAGER					
Base Salary	11	\$12,630	\$17,322	\$15,400	\$18,650
Bonus		INSUFFICIENT DATA			
Total Compensation	11	13,239	17,912	15,400	19,990
Age	11	30	42	41	51
Years with Present Bank	11	4	14	13	23
Years in Position	11	2	3	3	3
No. of Employees Supervised	11	0	1	1	2
Asset Size (Millions)	11	\$55.0	\$73.0	\$74.0	\$89.5

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$100 TO \$249 MILLION

Of the 225 banks submitting data for the East-South Central region, 29 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.

International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 5
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	28	\$60,000	\$71,600	\$66,500	\$84,000
Bonus	13	4,530	8,830	7,000	9,973
Total Compensation	28	61,000	75,700	73,217	88,000
Age	27	46	53	54	59
Years with Present Bank	27	9	16	15	22
Years in Position	28	3	8	8	10
No. of Employees Supervised	27	113	157	145	205
Asset Size (Millions)	28	\$112.0	\$144.3	\$125.5	\$181.0

BANK INVESTMENT OFFICER-SR.

Base Salary	9	\$26,375	\$33,157	\$31,500	\$32,500
Bonus	5	1,184	2,301	2,240	2,770
Total Compensation	9	27,459	34,435	32,000	34,520
Age	9	31	42	46	49
Years with Present Bank	9	7	12	12	14
Years in Position	9	1	4	4	5
No. of Employees Supervised	8	0	14	2	4
Asset Size (Millions)	9	\$127.0	\$163.8	\$159.0	\$185.0

BRANCH ADMINISTRATION OFFICER-SR.

Base Salary	21	\$26,600	\$33,138	\$30,000	\$38,000
Bonus	7	1,180	7,166	7,500	9,250
Total Compensation	21	26,600	35,527	31,800	38,250
Age	20	38	44	44	46
Years with Present Bank	21	6	14	13	20
Years in Position	21	2	3	2	4
No. of Employees Supervised	20	52	76	70	91
Asset Size (Millions)	21	\$115.0	\$144.7	\$129.0	\$176.0

BRANCH MANAGER-MEDIUM (10-30)

Base Salary	21	\$18,788	\$21,478	\$20,500	\$23,250
Bonus	8	942	2,272	2,134	2,400
Total Compensation	21	18,788	22,343	21,400	24,400
Age	21	35	40	39	46
Years with Present Bank	21	8	13	10	16
Years in Position	21	1	4	3	6
No. of Employees Supervised	21	10	12	10	13
Asset Size (Millions)	21	\$115.0	\$151.4	\$130.0	\$183.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-SMALL(-10)					
Base Salary	28	\$15,500	\$18,729	\$18,021	\$20,250
Bonus	10	1,028	1,788	1,613	1,925
Total Compensation	28	15,700	19,368	18,171	22,052
Age	28	33	43	39	55
Years with Present Bank	28	7	12	11	14
Years in Position	28	1	5	4	6
No. of Employees Supervised	27	5	6	7	8
Asset Size (Millions)	28	\$113.0	\$145.0	\$127.5	\$181.0

BUSINESS DEVELOPMENT OFFICER-SR.

Base Salary	12	\$23,000	\$33,900	\$32,250	\$37,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	24,750	34,262	33,450	37,700
Age	12	39	44	41	49
Years with Present Bank	12	2	6	5	8
Years in Position	12	2	4	3	5
No. of Employees Supervised	12	1	8	4	5
Asset Size (Millions)	12	\$112.0	\$142.6	\$125.5	\$171.0

BUSINESS DEVELOPMENT OFFICER

Base Salary	6	\$13,080	\$20,480	\$21,800	\$25,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,080	20,841	21,800	26,359
Age	6	32	37	38	39
Years with Present Bank	6	3	8	8	10
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	\$104.0	\$132.0	\$122.0	\$142.0

COMMERCIAL CREDIT DEPT. MANAGER

Base Salary	13	\$16,750	\$21,029	\$20,229	\$22,400
Bonus		INSUFFICIENT DATA			
Total Compensation	13	16,750	21,480	20,229	24,365
Age	12	30	37	35	37
Years with Present Bank	12	3	7	8	9
Years in Position	13	1	2	2	3
No. of Employees Supervised	12	1	3	3	4
Asset Size (Millions)	13	\$119.0	\$150.5	\$130.0	\$165.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	22	\$31,000	\$33,533	\$32,500	\$35,500
Bonus	10	1,833	3,544	3,499	4,300
Total Compensation	22	31,717	35,145	35,046	39,925
Age	22	36	43	40	48
Years with Present Bank	22	8	16	11	22
Years in Position	22	1	4	3	6
No. of Employees Supervised	22	6	11	9	15
Asset Size (Millions)	22	\$114.5	\$148.6	\$128.0	\$181.0

COMMERCIAL LOAN OFFICER					
Base Salary	25	\$22,020	\$27,079	\$27,000	\$30,800
Bonus	11	1,566	2,413	2,550	3,125
Total Compensation	25	22,119	28,141	27,000	32,235
Age	23	35	42	41	45
Years with Present Bank	24	4	14	15	22
Years in Position	24	2	5	3	6
No. of Employees Supervised	23	0	3	2	3
Asset Size (Millions)	25	\$112.5	\$147.0	\$129.0	\$181.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	18	\$15,017	\$18,116	\$17,880	\$20,000
Bonus	9	856	1,255	1,250	1,386
Total Compensation	18	15,017	18,744	18,200	20,350
Age	18	30	35	33	37
Years with Present Bank	18	4	9	8	11
Years in Position	18	1	3	2	3
No. of Employees Supervised	17	0	1	0	1
Asset Size (Millions)	18	\$114.0	\$154.2	\$130.5	\$187.0

EDP OFFICER-SR.					
Base Salary	14	\$24,100	\$30,021	\$28,500	\$34,460
Bonus		INSUFFICIENT DATA			
Total Compensation	14	24,100	30,846	29,000	37,240
Age	14	33	38	36	41
Years with Present Bank	14	4	8	6	10
Years in Position	14	2	3	3	4
No. of Employees Supervised	14	6	12	12	16
Asset Size (Millions)	14	\$114.5	\$149.6	\$130.0	\$176.0

GEOGRAPHIC REGION: 5
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	20	\$25,500	\$30,117	\$30,500	\$33,300
Bonus	7	260	2,159	2,750	3,113
Total Compensation	20	25,500	30,873	31,774	34,400
Age	20	33	38	36	43
Years with Present Bank	20	2	9	8	11
Years in Position	20	1	4	3	6
No. of Employees Supervised	19	3	18	7	23
Asset Size (Millions)	20	\$117.0	\$150.7	\$130.0	\$181.0

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	21	\$13,750	\$14,995	\$15,000	\$16,450
Bonus	6	813	1,248	1,335	1,508
Total Compensation	21	13,750	15,351	15,600	16,805
Age	21	32	38	36	40
Years with Present Bank	22	2	5	5	8
Years in Position	22	0	2	1	2
No. of Employees Supervised	21	2	4	2	6
Asset Size (Millions)	22	\$114.5	\$147.5	\$129.5	\$181.0

INSTALMENT LOAN DEPARTMENT MANAGER

Base Salary	25	\$24,000	\$26,883	\$26,500	\$30,100
Bonus	9	1,798	2,486	2,250	2,813
Total Compensation	25	24,646	27,778	27,715	31,150
Age	24	39	43	44	47
Years with Present Bank	24	5	11	10	17
Years in Position	25	1	4	3	5
No. of Employees Supervised	24	5	14	11	13
Asset Size (Millions)	25	\$113.5	\$141.4	\$126.0	\$165.0

INSTALMENT LOAN OFFICER

Base Salary	23	\$13,100	\$17,034	\$15,750	\$17,880
Bonus	7	573	1,400	1,200	1,428
Total Compensation	23	13,100	17,460	16,000	18,500
Age	23	29	36	34	41
Years with Present Bank	23	4	10	7	12
Years in Position	23	2	5	4	6
No. of Employees Supervised	22	0	3	0	3
Asset Size (Millions)	23	\$113.5	\$148.8	\$129.0	\$181.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER-SR.					
Base Salary	26	\$17,500	\$20,514	\$20,600	\$23,050
Bonus	10	923	1,777	1,468	2,068
Total Compensation	26	18,100	21,198	22,000	23,196
Age	26	30	39	37	46
Years with Present Bank	26	3	8	7	12
Years in Position	26	1	4	3	5
No. of Employees Supervised	25	1	2	2	3
Asset Size (Millions)	26	\$111.5	\$142.1	\$125.5	\$176.0

LOAN REVIEW OFFICER					
Base Salary	10	\$13,950	\$21,026	\$20,750	\$24,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	13,950	21,191	20,750	24,900
Age	10	29	39	39	42
Years with Present Bank	10	3	8	9	11
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	0	2	1	3
Asset Size (Millions)	10	\$112.0	\$149.7	\$144.5	\$181.0

MARKETING DIRECTOR					
Base Salary	14	\$18,000	\$25,359	\$26,250	\$31,300
Bonus	6	1,050	2,736	2,907	3,407
Total Compensation	14	18,250	26,531	26,250	32,850
Age	14	32	39	38	44
Years with Present Bank	14	4	10	10	13
Years in Position	14	1	4	4	6
No. of Employees Supervised	14	1	4	4	6
Asset Size (Millions)	14	\$111.5	\$150.8	\$121.5	\$183.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	13	\$22,250	\$28,884	\$29,200	\$30,620
Bonus	6	1,038	3,530	2,873	4,013
Total Compensation	13	23,188	30,513	29,200	32,975
Age	13	39	46	47	49
Years with Present Bank	13	4	7	5	9
Years in Position	13	1	4	4	5
No. of Employees Supervised	13	1	5	2	7
Asset Size (Millions)	13	\$108.0	\$138.2	\$117.0	\$155.5

GEOGRAPHIC REGION: 5
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	15	\$13,850	\$13,911	\$17,400	\$24,635
Bonus	5	1,018	1,508	1,500	1,710
Total Compensation	15	13,850	19,413	17,400	25,385
Age	15	30	37	35	42
Years with Present Bank	15	4	9	9	14
Years in Position	15	1	4	3	5
No. of Employees Supervised	15	1	2	1	3
Asset Size (Millions)	15	\$114.0	\$140.5	\$126.0	\$170.0

MORTGAGE LOAN OFFICER-JR.

Base Salary	7	\$10,840	\$14,119	\$12,600	\$16,702
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,248	14,476	13,000	16,702
Age	7	31	34	34	36
Years with Present Bank	7	3	8	9	13
Years in Position	7	1	2	2	4
No. of Employees Supervised	7	0	1	0	1
Asset Size (Millions)	7	\$113.0	\$151.6	\$131.0	\$185.0

NEW ACCOUNTS OFFICER

Base Salary	10	\$12,640	\$15,071	\$13,530	\$14,600
Bonus		INSUFFICIENT DATA			
Total Compensation	10	12,640	15,472	13,630	15,163
Age	10	39	46	47	51
Years with Present Bank	10	13	20	22	25
Years in Position	10	2	5	4	8
No. of Employees Supervised	10	0	3	3	5
Asset Size (Millions)	10	\$110.5	\$155.8	\$130.5	\$193.5

OFFICER TRAINEE-BACHELOR'S DEGREE

Base Salary	11	\$10,630	\$11,569	\$11,100	\$12,050
Bonus		INSUFFICIENT DATA			
Total Compensation	11	10,730	11,708	11,100	12,320
Age	9	24	25	24	25
Years with Present Bank	11	1	2	2	3
Years in Position	11	1	2	1	3
No. of Employees Supervised	11	0	0	0	0
Asset Size (Millions)	11	\$119.5	\$166.8	\$181.0	\$187.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	26	\$25,300	\$30,680	\$30,388	\$35,500
Bonus	10	1,505	2,909	2,874	3,751
Total Compensation	26	27,005	31,799	31,888	36,208
Age	26	38	41	41	45
Years with Present Bank	26	9	15	15	23
Years in Position	26	1	6	5	9
No. of Employees Supervised	25	30	52	42	58
Asset Size (Millions)	26	\$112.5	\$143.5	\$125.5	\$176.0

PERSONNEL OFFICER-SR.					
Base Salary	25	\$15,250	\$19,623	\$16,800	\$23,500
Bonus	10	900	1,449	1,350	2,035
Total Compensation	25	15,250	20,202	17,715	24,750
Age	25	37	44	43	50
Years with Present Bank	25	4	11	9	16
Years in Position	25	2	4	2	4
No. of Employees Supervised	25	1	16	2	4
Asset Size (Millions)	25	\$114.0	\$148.5	\$130.0	\$181.0

SECURITY OFFICER-SR.					
Base Salary	9	\$14,600	\$17,218	\$16,000	\$17,630
Bonus		INSUFFICIENT DATA			
Total Compensation	9	15,300	17,521	16,560	18,017
Age	9	34	39	39	42
Years with Present Bank	9	5	11	10	13
Years in Position	9	1	4	3	5
No. of Employees Supervised	8	0	5	1	7
Asset Size (Millions)	9	\$123.0	\$162.1	\$131.0	\$183.0

TRAINING DIRECTOR					
Base Salary	5	\$11,250	\$13,568	\$13,140	\$14,170
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,565	13,998	13,140	14,930
Age	5	30	35	35	36
Years with Present Bank	5	3	10	7	8
Years in Position	5	1	2	1	2
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$112.5	\$150.0	\$129.0	\$144.0

GEOGRAPHIC REGION: 5

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	25	\$25,900	\$32,517	\$31,434	\$37,750
Bonus	10	1,679	3,006	2,400	3,780
Total Compensation	25	27,000	33,719	31,900	38,750
Age	24	38	46	46	52
Years with Present Bank	24	4	10	9	10
Years in Position	24	1	6	6	9
No. of Employees Supervised	24	3	6	5	7
Asset Size (Millions)	25	\$116.0	\$146.2	\$129.0	\$176.0

TRUST OPERATIONS MANAGER					
Base Salary	11	\$13,350	\$17,853	\$16,500	\$20,868
Bonus	5	560	1,086	1,200	1,250
Total Compensation	11	14,360	18,346	16,800	21,773
Age	11	31	41	41	46
Years with Present Bank	11	3	9	6	11
Years in Position	11	2	4	3	5
No. of Employees Supervised	11	3	5	4	6
Asset Size (Millions)	11	\$122.0	\$173.7	\$181.0	\$207.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$250 TO \$499 MILLION

Of the 225 banks submitting data for the East-South Central region, five banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Bank Investment Officer-Sr.
Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department
Manager
Commercial Loan Department
Manager
Commercial Loan Officer
Commercial Loan Officer-Jr.
Correspondent Bank Officer-Sr.
EDP Officer-Sr.

Financial Officer-Sr.
Instalment Loan Officer
Internal Auditing Officer-Sr.
International Banking Officer-Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Officer
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Operations Officer-Sr.
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 5

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	5	\$75,100	\$92,540	\$82,500	\$88,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	78,250	93,800	82,500	88,750
Age	5	46	55	55	56
Years with Present Bank	5	7	23	22	23
Years in Position	5	2	7	4	7
No. of Employees Supervised	5	148	319	338	378
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

BRANCH MANAGER-MEDIUM(10-30)

Base Salary	5	\$23,750	\$28,340	\$27,100	\$28,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,750	28,740	27,100	29,600
Age	5	35	47	52	54
Years with Present Bank	5	8	17	21	22
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised	5	13	17	17	17
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

BRANCH MANAGER-SMALL(-10)

Base Salary	5	\$18,750	\$21,330	\$22,000	\$22,200
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,377	21,581	22,000	22,200
Age	5	39	47	46	47
Years with Present Bank	5	12	14	12	14
Years in Position	5	3	6	5	6
No. of Employees Supervised	5	5	7	8	8
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	5	\$15,500	\$18,640	\$16,000	\$19,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,975	18,830	16,000	19,250
Age	5	30	41	35	45
Years with Present Bank	5	4	12	7	11
Years in Position	5	1	3	3	3
No. of Employees Supervised	5	3	11	6	12
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	5	\$26,700	\$33,380	\$35,000	\$36,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,700	34,020	35,000	36,750
Age	5	41	51	56	57
Years with Present Bank	5	8	16	15	16
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised	5	9	18	12	21
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	\$26,025	\$29,690	\$28,400	\$31,200
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,794	29,997	28,400	31,200
Age	5	33	40	40	43
Years with Present Bank	5	6	11	10	11
Years in Position	5	1	3	4	5
No. of Employees Supervised	5	3	4	4	5
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

PERSONNEL OFFICER-SR.					
Base Salary	5	\$19,500	\$24,650	\$24,000	\$25,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,270	24,958	24,000	25,750
Age	5	40	50	55	57
Years with Present Bank	5	6	9	9	11
Years in Position	5	3	6	6	6
No. of Employees Supervised	5	4	8	9	11
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	\$27,125	\$34,830	\$32,900	\$37,450
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,125	35,270	35,100	38,550
Age	5	34	42	46	47
Years with Present Bank	5	8	12	12	12
Years in Position	5	2	5	6	7
No. of Employees Supervised	5	2	12	9	12
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST OPERATIONS MANAGER					
Base Salary	5	\$15,450	\$21,880	\$20,500	\$23,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,200	22,180	20,500	23,250
Age	5	33	44	40	46
Years with Present Bank	5	8	12	14	14
Years in Pcsition	5	3	5	6	7
No. of Employees Supervised	5	2	9	5	5
Asset Size (Millions)	5	\$261.5	\$316.4	\$294.0	\$320.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$500 TO \$999 MILLION

Of the 225 banks submitting data for the East-South Central region, five banks were in the \$500 to \$999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer	Instalment Loan Department
Bank Investment Officer-Sr.	Manager
Branch Administration Officer-Sr.	Instalment Loan Officer
Branch Manager-Large (31+)	Internal Auditing Officer-Sr.
Business Development Officer-Sr.	International Banking Officer-Sr.
Business Development Officer	Mortgage Loan Officer-Jr.
Commercial Credit Department	New Accounts Officer
Manager	Officer Trainee-Master's Degree
Commercial Loan Department	Officer Trainee-Bachelor's Degree
Manager	Security Officer-Sr.
EDP Officer-Sr.	Training Director

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	5	\$87,500	\$101,600	\$95,000	\$101,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	87,500	108,620	95,000	101,500
Age	5	46	53	52	56
Years with Present Bank	5	10	21	19	24
Years in Position	5	2	6	5	5
No. of Employees Supervised	5	474	693	759	809
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

BRANCH MANAGER-MEDIUM(10-30)

Base Salary	5	\$18,700	\$22,060	\$23,400	\$23,700
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,700	22,060	23,400	23,700
Age	5	33	39	35	39
Years with Present Bank	5	7	15	12	18
Years in Position	5	1	2	1	1
No. of Employees Supervised	5	10	14	12	16
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

BRANCH MANAGER-SMALL(-10)

Base Salary	5	\$17,100	\$20,280	\$21,600	\$21,850
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,100	20,280	21,600	21,850
Age	5	32	42	42	46
Years with Present Bank	5	8	19	22	23
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	6	7	6	7
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

COMMERCIAL LOAN OFFICER

Base Salary	5	\$27,175	\$31,110	\$30,200	\$32,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,175	31,110	30,200	32,600
Age	5	36	43	40	46
Years with Present Bank	5	10	15	13	16
Years in Position	5	1	4	4	6
No. of Employees Supervised	5	0	2	1	2
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	\$18,300	\$21,900	\$20,500	\$21,200
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,300	21,900	20,500	21,200
Age	5	27	33	34	36
Years with Present Bank	5	3	6	7	8
Years in Position	5	1	1	2	2
No. of Employees Supervised	5	0	1	1	1
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

CORRESPONDENT BANK OFFICER-SR.

Base Salary	5	\$27,600	\$34,840	\$30,500	\$30,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,600	34,840	30,500	30,750
Age	5	39	44	43	45
Years with Present Bank	5	5	16	16	21
Years in Position	5	2	4	4	5
No. of Employees Supervised	5	1	4	2	4
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

FINANCIAL OFFICER-SR.

Base Salary	5	\$33,300	\$46,520	\$39,000	\$50,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	33,300	49,760	39,000	52,000
Age	5	35	46	45	50
Years with Present Bank	5	4	19	11	23
Years in Position	5	2	6	5	6
No. of Employees Supervised	5	9	13	14	15
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	5	\$12,310	\$16,924	\$18,600	\$19,550
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,310	16,924	18,600	19,550
Age	5	28	36	37	38
Years with Present Bank	5	4	7	6	8
Years in Position	5	2	2	2	2
No. of Employees Supervised	5	5	10	7	7
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

GEOGRAPHIC REGION: 5
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	5	\$19,540	\$21,226	\$20,750	\$21,075
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,540	21,226	20,750	21,075
Age	5	32	39	39	42
Years with Present Bank	5	9	15	13	16
Years in Position	5	2	3	3	4
No. of Employees Supervised	5	2	6	4	7
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

MARKETING DIRECTOR					
Base Salary	5	\$28,450	\$35,450	\$34,000	\$38,175
Bonus		INSUFFICIENT DATA			
Total Compensation	5	28,450	35,450	34,000	38,175
Age	5	31	42	46	48
Years with Present Bank	5	2	10	9	10
Years in Position	5	2	6	5	6
No. of Employees Supervised	5	4	13	6	13
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	\$29,400	\$34,480	\$32,000	\$34,800
Bonus		INSUFFICIENT DATA			
Total Compensation	5	29,400	34,480	32,000	34,800
Age	5	35	48	52	56
Years with Present Bank	5	5	17	19	23
Years in Position	5	6	20	11	14
No. of Employees Supervised	5	4	5	4	5
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

MORTGAGE LOAN OFFICER					
Base Salary	5	\$19,960	\$26,384	\$30,000	\$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,960	26,384	30,000	30,000
Age	5	31	34	34	35
Years with Present Bank	5	1	6	5	7
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	1	2	1	2
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	5	\$23,610	\$35,874	\$41,000	\$42,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,610	35,874	41,000	42,000
Age	5	36	47	51	53
Years with Present Bank	5	8	17	14	20
Years in Position	5	2	4	4	5
No. of Employees Supervised	5	134	160	171	172
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

PERSONNEL OFFICER-SR.					
Base Salary	5	\$26,200	\$34,800	\$33,000	\$38,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,200	34,800	33,000	38,500
Age	5	37	49	51	54
Years with Present Bank	5	3	7	7	8
Years in Position	5	2	5	3	5
No. of Employees Supervised	5	6	12	13	14
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	\$37,150	\$48,070	\$52,500	\$54,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	37,150	48,070	52,500	54,250
Age	5	34	45	48	51
Years with Present Bank	5	5	14	14	16
Years in Position	5	2	4	3	5
No. of Employees Supervised	5	23	46	50	51
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

TRUST OPERATIONS MANAGER					
Base Salary	5	\$15,600	\$23,860	\$28,100	\$29,050
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,600	23,860	28,100	29,050
Age	5	33	40	44	45
Years with Present Bank	5	10	14	13	14
Years in Position	5	1	3	2	3
No. of Employees Supervised	5	7	12	14	15
Asset Size (Millions)	5	\$529.0	\$615.0	\$578.0	\$635.5

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: \$1 BILLION AND OVER

Of the 225 banks submitting data for the East-South Central region, six banks were in the \$1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Development Officer
EDP Officer-Sr.
Instalment Loan Department
Manager
Mortgage Loan Department
Manager

Mortgage Loan Officer
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Operations Officer-Sr.
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 5
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	6	\$102,500	\$160,000	\$170,000	\$187,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	107,890	169,855	180,000	197,500
Age	6	50	55	53	58
Years with Present Bank	6	6	21	24	26
Years in Position	6	1	4	2	5
No. of Employees Supervised	5	1,166	1,668	1,410	1,455
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

ADVERTISING OFFICER					
Base Salary	6	\$21,300	\$25,100	\$22,250	\$24,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,300	25,517	23,500	25,750
Age	6	29	34	35	37
Years with Present Bank	6	3	7	6	9
Years in Position	5	2	3	3	4
No. of Employees Supervised	6	2	6	3	5
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	6	\$37,125	\$52,375	\$49,500	\$52,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	39,413	55,083	52,250	57,837
Age	6	35	48	49	56
Years with Present Bank	6	3	17	14	26
Years in Position	6	2	7	4	9
No. of Employees Supervised	6	9	39	21	27
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	6	\$35,250	\$42,167	\$38,500	\$44,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	37,888	43,296	39,250	44,750
Age	6	35	41	43	45
Years with Present Bank	6	12	16	14	18
Years in Position	5	1	3	3	4
No. of Employees Supervised	6	106	257	289	329
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	5	\$19,650	\$23,720	\$22,400	\$23,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,650	23,720	22,400	23,400
Age	5	29	37	34	40
Years with Present Bank	5	6	15	15	16
Years in Position	5	2	4	2	3
No. of Employees Supervised	5	14	17	17	18
Asset Size (Millions)	5	\$1,336.5	\$1,696.0	\$1,407.0	\$1,603.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	5	\$15,350	\$17,240	\$18,300	\$18,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,350	17,240	18,300	18,350
Age	5	31	38	35	36
Years with Present Bank	5	5	11	10	10
Years in Position	5	2	2	2	3
No. of Employees Supervised	5	5	8	9	9
Asset Size (Millions)	5	\$1,336.5	\$1,696.0	\$1,407.0	\$1,603.5

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	\$16,750	\$23,500	\$24,000	\$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,750	23,760	25,300	27,650
Age	5	30	35	35	37
Years with Present Bank	5	6	8	8	10
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	12	20	22	23
Asset Size (Millions)	5	\$1,353.5	\$3,621.4	\$1,800.0	\$2,200.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	5	\$46,500	\$57,600	\$60,000	\$63,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	48,000	62,690	67,140	70,224
Age	5	37	43	45	46
Years with Present Bank	5	3	10	5	12
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	4	48	41	51
Asset Size (Millions)	5	\$1,353.5	\$3,621.4	\$1,800.0	\$2,200.0

GEOGRAPHIC REGION: 5
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER					
Base Salary	6	\$21,700	\$26,717	\$26,200	\$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,700	26,717	26,200	30,000
Age	6	30	34	33	35
Years with Present Bank	6	7	10	8	12
Years in Position	6	1	4	5	7
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

COMMERCIAL LOAN OFFICER-JR.

Base Salary	5	\$19,800	\$23,120	\$21,000	\$24,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,800	23,120	21,000	24,000
Age	5	29	31	31	32
Years with Present Bank	5	4	7	5	7
Years in Position	5	2	5	3	6
No. of Employees Supervised	5	0	1	1	1
Asset Size (Millions)	5	\$1,390.0	\$3,636.0	\$1,800.0	\$2,200.0

CORRESPONDENT BANK OFFICER-SR.

Base Salary	6	\$33,500	\$40,750	\$39,500	\$43,350
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,200	41,745	40,785	44,635
Age	6	38	46	44	51
Years with Present Bank	6	8	18	17	23
Years in Position	6	2	7	5	7
No. of Employees Supervised	6	3	8	8	10
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

FINANCIAL OFFICER-SR.

Base Salary	5	\$39,750	\$45,300	\$42,000	\$46,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	40,500	46,700	47,500	48,750
Age	5	33	41	38	42
Years with Present Bank	5	2	10	8	8
Years in Position	5	0	2	3	4
No. of Employees Supervised	5	12	28	28	32
Asset Size (Millions)	5	\$1,390.0	\$3,636.0	\$1,800.0	\$2,200.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	6	\$15,420	\$19,107	\$18,000	\$19,650
Bonus		INSUFFICIENT DATA			
Total Compensation	6	15,420	19,473	18,000	19,650
Age	6	29	38	38	44
Years with Present Bank	6	2	6	5	7
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	9	23	23	29
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

INSTALMENT LOAN OFFICER					
Base Salary	5	\$17,100	\$19,520	\$20,400	\$20,700
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,100	19,960	20,400	20,700
Age	5	46	54	57	59
Years with Present Bank	5	5	12	11	13
Years in Position	5	3	5	5	7
No. of Employees Supervised	5	0	4	1	6
Asset Size (Millions)	5	\$1,336.5	\$3,614.6	\$1,800.0	\$2,200.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	5	\$33,650	\$38,160	\$40,000	\$40,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	33,650	38,160	40,000	40,500
Age	5	38	49	52	54
Years with Present Bank	5	6	19	20	25
Years in Position	5	3	6	4	7
No. of Employees Supervised	5	7	19	16	18
Asset Size (Millions)	5	\$1,336.5	\$3,614.6	\$1,800.0	\$2,200.0

INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	6	\$30,250	\$39,833	\$41,500	\$47,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	31,850	40,267	41,500	47,000
Age	6	31	41	38	40
Years with Present Bank	6	5	14	8	11
Years in Position	6	1	5	4	5
No. of Employees Supervised	6	1	18	11	24
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

GEOGRAPHIC REGION: 5
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	5	\$18,100	\$23,000	\$20,800	\$22,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,100	23,000	20,800	22,400
Age	5	33	39	39	39
Years with Present Bank	5	5	11	6	8
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	0	2	2	3
Asset Size (Millions)	5	\$1,336.5	\$1,696.0	\$1,407.0	\$1,603.5

MARKETING DIRECTOR					
Base Salary	6	\$27,350	\$38,600	\$39,700	\$44,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	29,250	39,567	39,700	45,750
Age	6	33	43	42	48
Years with Present Bank	6	3	13	7	18
Years in Position	6	2	5	5	6
No. of Employees Supervised	6	5	14	8	12
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

PERSONNEL OFFICER-SR.					
Base Salary	6	\$26,750	\$41,333	\$40,750	\$46,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	26,750	41,933	42,550	46,000
Age	6	46	53	54	56
Years with Present Bank	6	2	10	4	8
Years in Position	6	1	5	4	6
No. of Employees Supervised	6	7	21	26	30
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	\$46,650	\$63,160	\$67,500	\$71,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	48,155	67,167	73,500	74,250
Age	5	43	46	46	47
Years with Present Bank	5	6	12	8	15
Years in Position	5	2	4	3	5
No. of Employees Supervised	5	25	54	56	62
Asset Size (Millions)	5	\$1,336.5	\$3,614.6	\$1,800.0	\$2,200.0

GEOGRAPHIC REGION: 5
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST OPERATIONS MANAGER					
Base Salary	6	\$25,200	\$34,917	\$33,550	\$38,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	26,700	35,417	33,550	38,500
Age	6	36	42	41	46
Years with Present Bank	6	1	11	13	15
Years in Position	6	1	5	5	9
No. of Employees Supervised	6	17	24	22	27
Asset Size (Millions)	6	\$1,336.5	\$3,246.7	\$1,603.5	\$2,200.0

Cash Compensation Data

Region VI: West-North Central

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: LESS THAN \$10 MILLION

Of the 629 banks submitting data for the West-North Central region, 86 banks were in the Less Than \$10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Instalment Loan Collector

Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	84	\$20,000	\$26,470	\$25,515	\$30,000
Bonus	63	2,000	6,686	3,853	10,000
Total Compensation	84	24,000	31,485	29,800	37,450
Age	84	40	49	49	58
Years with Present Bank	83	7	17	15	24
Years in Position	83	3	11	8	15
No. of Employees Supervised	83	4	6	5	7
Asset Size (Millions)	84	\$5.0	\$6.3	\$7.0	\$8.0

SECOND RANKING OFFICER					
Base Salary	73	\$13,650	\$19,013	\$18,300	\$23,960
Bonus	60	1,200	3,293	2,000	4,000
Total Compensation	73	15,100	21,719	20,000	26,300
Age	72	33	43	44	51
Years with Present Bank	71	4	14	11	19
Years in Position	70	2	7	4	10
No. of Employees Supervised	70	2	4	3	6
Asset Size (Millions)	73	\$5.0	\$6.3	\$7.0	\$8.0

AGRICULTURAL LOAN OFFICER					
Base Salary	15	\$10,525	\$15,371	\$14,400	\$19,980
Bonus	8	1,000	2,120	1,700	2,000
Total Compensation	15	11,475	16,502	14,500	20,980
Age	14	24	33	29	40
Years with Present Bank	15	1	4	2	5
Years in Position	15	1	2	1	3
No. of Employees Supervised	14	0	1	0	1
Asset Size (Millions)	15	\$6.0	\$7.0	\$7.0	\$8.5

CONTROLLER					
Base Salary	9	\$10,850	\$14,578	\$14,000	\$16,200
Bonus	5	1,250	2,520	2,500	2,800
Total Compensation	9	10,850	15,978	17,100	18,500
Age	9	30	38	32	35
Years with Present Bank	9	3	9	11	13
Years in Position	9	2	5	4	5
No. of Employees Supervised	7	0	2	3	4
Asset Size (Millions)	9	\$5.5	\$6.0	\$6.0	\$7.0

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	11	\$11,400	\$14,691	\$14,000	\$18,500
Bonus	10	1,000	2,515	1,600	2,750
Total Compensation	11	11,900	16,977	17,500	21,250
Age	10	26	34	32	35
Years with Present Bank	11	2	5	4	6
Years in Position	11	1	7	2	3
No. of Employees Supervised	10	0	2	1	3
Asset Size (Millions)	11	\$7.0	\$7.5	\$8.0	\$8.0

OFFICER TRAINEE					
Base Salary	6	\$9,450	\$12,050	\$11,250	\$12,600
Bonus		INSUFFICIENT DATA			
Total Compensation	6	9,900	12,878	11,940	13,903
Age	6	24	30	30	31
Years with Present Bank	6	2	3	2	3
Years in Position	6	1	2	2	2
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	6	\$7.0	\$7.7	\$7.5	\$8.0

● OPERATIONS OFFICER-SR.					
Base Salary	27	\$11,210	\$14,045	\$13,000	\$15,900
Bonus	21	1,000	2,612	1,766	3,000
Total Compensation	27	11,750	16,076	15,000	18,925
Age	26	34	46	48	56
Years with Present Bank	27	6	15	15	23
Years in Position	27	3	8	5	12
No. of Employees Supervised	26	1	3	3	4
Asset Size (Millions)	27	\$6.0	\$6.6	\$7.0	\$8.0

OPERATIONS OFFICER-JR.					
Base Salary	13	\$8,820	\$10,837	\$11,040	\$12,000
Bonus	9	625	1,567	1,000	1,500
Total Compensation	13	9,645	11,922	12,000	14,000
Age	12	25	37	37	45
Years with Present Bank	12	4	9	8	9
Years in Position	12	1	4	3	6
No. of Employees Supervised	12	0	1	1	2
Asset Size (Millions)	13	\$6.0	\$6.5	\$6.0	\$7.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$10 TO \$19 MILLION

Of the 629 banks submitting data for the West-North Central region, 159 banks were in the \$10 to \$19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Instalment Loan Collector
Mortgage Loan Officer

GEOGRAPHIC REGION: 6
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	154	\$29,700	\$36,089	\$35,000	\$40,000
Bonus	117	3,592	8,882	6,200	12,000
Total Compensation	154	35,000	42,836	40,000	48,000
Age	152	44	51	51	58
Years with Present Bank	151	7	18	16	27
Years in Position	153	4	10	7	14
No. of Employees Supervised	151	8	11	10	14
Asset Size (Millions)	154	\$11.0	\$13.8	\$14.0	\$16.0

SECOND RANKING OFFICER					
Base Salary	146	\$20,450	\$25,464	\$24,250	\$30,000
Bonus	108	2,000	5,415	4,000	6,500
Total Compensation	146	22,810	29,469	29,020	35,000
Age	144	37	44	44	52
Years with Present Bank	143	5	13	12	20
Years in Position	142	2	7	5	9
No. of Employees Supervised	129	4	8	8	11
Asset Size (Millions)	146	\$11.0	\$13.9	\$14.0	\$16.0

AGRICULTURAL LOAN OFFICER					
Base Salary	42	\$14,250	\$18,581	\$18,000	\$20,750
Bonus	29	1,500	4,234	3,000	5,500
Total Compensation	42	17,892	21,504	19,950	24,000
Age	41	28	36	32	40
Years with Present Bank	42	2	6	5	8
Years in Position	41	2	6	3	5
No. of Employees Supervised	36	0	3	1	4
Asset Size (Millions)	42	\$12.0	\$14.3	\$14.5	\$16.0

BRANCH MANAGER					
Base Salary	17	\$10,750	\$13,971	\$14,000	\$15,885
Bonus	11	525	2,346	1,100	2,225
Total Compensation	17	11,395	15,489	14,750	17,205
Age	17	34	41	41	46
Years with Present Bank	17	2	5	3	5
Years in Position	17	1	3	2	3
No. of Employees Supervised	16	1	3	2	3
Asset Size (Millions)	17	\$13.0	\$14.9	\$15.0	\$17.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	8	\$13,000	\$18,238	\$15,800	\$18,300
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,150	20,716	16,550	18,300
Age	8	30	39	36	45
Years with Present Bank	8	1	9	7	7
Years in Position	8	1	5	3	4
No. of Employees Supervised	7	0	7	7	13
Asset Size (Millions)	8	\$10.0	\$13.8	\$14.0	\$16.0

COMMERCIAL LOAN OFFICER-SR.

Base Salary	16	\$20,400	\$23,169	\$23,213	\$26,500
Bonus	11	1,380	3,348	2,000	2,970
Total Compensation	16	21,500	25,471	25,150	27,000
Age	16	32	41	39	46
Years with Present Bank	16	4	10	5	10
Years in Position	15	2	7	4	4
No. of Employees Supervised	14	0	4	3	6
Asset Size (Millions)	16	\$13.0	\$15.7	\$16.5	\$17.0

COMMERCIAL LOAN OFFICER-JR.

Base Salary	13	\$12,900	\$17,745	\$18,500	\$19,300
Bonus	8	1,200	3,525	2,700	3,500
Total Compensation	13	15,350	19,914	18,500	22,000
Age	13	29	33	32	36
Years with Present Bank	13	2	4	3	6
Years in Position	13	1	2	2	2
No. of Employees Supervised	12	0	2	3	3
Asset Size (Millions)	13	\$14.5	\$15.8	\$16.0	\$16.5

CONTROLLER

Base Salary	18	\$14,500	\$16,955	\$16,650	\$20,500
Bonus	10	850	3,234	1,750	4,200
Total Compensation	18	15,000	18,752	16,900	21,550
Age	18	31	40	37	49
Years with Present Bank	17	3	11	8	16
Years in Position	17	2	4	3	6
No. of Employees Supervised	18	3	6	5	9
Asset Size (Millions)	18	\$12.0	\$14.6	\$15.0	\$17.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	42	\$14,550	\$18,846	\$18,000	\$21,855
Bonus	28	1,000	2,294	1,625	2,850
Total Compensation	42	15,300	20,375	18,900	24,573
Age	42	32	40	36	47
Years with Present Bank	41	4	9	8	13
Years in Position	42	2	4	3	5
No. of Employees Supervised	40	1	4	3	6
Asset Size (Millions)	42	\$12.0	\$13.9	\$14.5	\$16.0

INSTALMENT LOAN OFFICER-SR.

Base Salary	19	\$15,100	\$19,739	\$20,100	\$23,500
Bonus	11	725	2,268	2,400	2,750
Total Compensation	19	16,600	21,052	20,740	24,646
Age	18	29	36	37	41
Years with Present Bank	19	2	6	5	8
Years in Position	19	2	4	2	6
No. of Employees Supervised	19	0	3	2	4
Asset Size (Millions)	19	\$13.0	\$14.7	\$15.0	\$17.0

INSTALMENT LOAN OFFICER-JR.

Base Salary	17	\$11,950	\$14,150	\$13,920	\$15,000
Bonus	8	700	2,037	1,250	1,350
Total Compensation	17	12,250	15,108	14,400	15,925
Age	16	26	36	34	45
Years with Present Bank	17	3	7	6	9
Years in Position	17	1	4	2	6
No. of Employees Supervised	14	0	1	1	3
Asset Size (Millions)	17	\$15.0	\$15.7	\$16.0	\$17.0

INTERNAL AUDITING OFFICER

Base Salary	11	\$11,950	\$13,553	\$13,800	\$14,000
Bonus	5	550	1,271	1,200	1,250
Total Compensation	11	12,250	14,130	14,000	14,650
Age	11	32	38	39	43
Years with Present Bank	11	5	13	12	19
Years in Position	11	1	2	2	3
No. of Employees Supervised	9	0	4	1	4
Asset Size (Millions)	11	\$13.5	\$16.1	\$17.0	\$18.5

GEOGRAPHIC REGION: 6
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE					
Base Salary	17	\$10,400	\$11,989	\$12,000	\$12,300
Bonus	10	963	1,547	1,655	1,968
Total Compensation	17	11,070	12,899	12,000	13,588
Age	16	23	28	27	31
Years with Present Bank	17	1	3	2	4
Years in Position	17	1	1	1	1
No. of Employees Supervised	16	0	1	0	1
Asset Size (Millions)	17	\$11.5	\$14.1	\$14.0	\$16.0

OPERATIONS OFFICER-SR.					
Base Salary	83	\$12,800	\$16,719	\$16,100	\$20,000
Bonus	60	1,090	2,655	1,853	3,500
Total Compensation	83	14,450	18,638	17,750	22,000
Age	81	34	43	42	51
Years with Present Bank	81	6	15	13	21
Years in Position	81	2	6	4	9
No. of Employees Supervised	77	4	7	6	8
Asset Size (Millions)	83	\$12.0	\$13.9	\$14.0	\$16.0

OPERATIONS OFFICER-JR.					
Base Salary	51	\$10,170	\$12,438	\$12,000	\$14,200
Bonus	38	750	1,734	1,175	2,500
Total Compensation	51	11,280	13,729	13,200	15,930
Age	50	31	39	39	48
Years with Present Bank	51	5	11	9	17
Years in Position	49	1	4	3	4
No. of Employees Supervised	48	2	5	4	6
Asset Size (Millions)	51	\$11.0	\$13.6	\$14.0	\$15.5

PERSONNEL OFFICER					
Base Salary	5	\$13,550	\$15,980	\$17,000	\$17,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,090	16,556	17,000	17,400
Age		INSUFFICIENT DATA			
Years with Present Bank	5	7	12	9	13
Years in Position	5	2	8	3	9
No. of Employees Supervised	5	1	4	3	5
Asset Size (Millions)	5	\$12.5	\$15.4	\$16.0	\$16.5

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$20 TO \$29 MILLION

Of the 629 banks submitting data for the West-North Central region, 95 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Business Development Officer

GEOGRAPHIC REGION: 6
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	93	\$34,490	\$40,530	\$40,000	\$46,100
Bonus	63	3,175	9,015	6,000	12,000
Total Compensation	93	37,750	46,637	45,025	52,250
Age	92	41	50	51	57
Years with Present Bank	91	6	16	13	25
Years in Position	91	3	9	7	14
No. of Employees Supervised	85	13	18	18	24
Asset Size (Millions)	93	\$21.0	\$24.0	\$24.0	\$26.0

SECOND RANKING OFFICER					
Base Salary	86	\$25,100	\$29,597	\$28,500	\$32,600
Bonus	55	1,916	4,884	3,224	6,450
Total Compensation	86	27,350	32,720	31,100	36,000
Age	83	36	44	43	53
Years with Present Bank	84	5	15	11	23
Years in Position	83	2	7	3	10
No. of Employees Supervised	74	5	13	13	19
Asset Size (Millions)	86	\$21.0	\$24.0	\$24.0	\$26.0

AGRICULTURAL LOAN OFFICER					
Base Salary	43	\$18,900	\$22,519	\$23,300	\$25,000
Bonus	26	1,000	2,665	2,330	3,425
Total Compensation	43	19,530	24,130	24,000	27,300
Age	42	27	35	34	42
Years with Present Bank	43	3	7	5	9
Years in Position	43	2	4	3	5
No. of Employees Supervised	39	0	3	0	3
Asset Size (Millions)	43	\$21.0	\$23.7	\$23.0	\$25.5

BRANCH MANAGER					
Base Salary	14	\$13,250	\$17,519	\$18,713	\$20,553
Bonus	5	510	1,243	990	1,347
Total Compensation	14	13,745	17,962	19,325	21,263
Age	14	38	50	54	60
Years with Present Bank	14	10	16	14	20
Years in Position	14	2	8	5	9
No. of Employees Supervised	12	2	3	3	3
Asset Size (Millions)	14	\$20.0	\$23.4	\$24.0	\$25.5

GEOGRAPHIC REGION: 6
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	24	\$24,000	\$27,590	\$26,860	\$30,000
Bonus	15	658	5,534	5,000	7,989
Total Compensation	24	25,000	31,048	29,700	36,500
Age	24	35	41	38	44
Years with Present Bank	24	3	10	7	13
Years in Position	24	2	6	4	6
No. of Employees Supervised	22	1	3	3	4
Asset Size (Millions)	24	\$24.0	\$25.3	\$25.0	\$27.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	13	\$16,500	\$21,103	\$20,000	\$22,370
Bonus	6	1,165	2,869	1,655	3,243
Total Compensation	13	17,125	22,427	21,400	23,873
Age	13	28	41	44	47
Years with Present Bank	13	2	8	3	8
Years in Position	13	1	4	3	7
No. of Employees Supervised	12	0	2	2	3
Asset Size (Millions)	13	\$23.5	\$24.5	\$25.0	\$25.5

CONTROLLER					
Base Salary	23	\$14,600	\$20,137	\$18,600	\$24,510
Bonus	12	1,000	2,617	2,415	3,839
Total Compensation	23	14,818	21,502	21,000	25,665
Age	22	31	41	40	46
Years with Present Bank	23	5	12	9	16
Years in Position	23	1	4	2	5
No. of Employees Supervised	20	2	9	8	12
Asset Size (Millions)	23	\$21.0	\$24.1	\$24.0	\$26.0

GENERAL LOAN OFFICER					
Base Salary	24	\$17,000	\$21,442	\$22,500	\$25,400
Bonus	13	925	3,061	2,034	2,950
Total Compensation	24	17,000	23,100	23,750	26,205
Age	23	34	39	37	46
Years with Present Bank	24	2	7	4	10
Years in Position	24	1	4	2	6
No. of Employees Supervised	21	0	5	4	8
Asset Size (Millions)	24	\$21.0	\$24.3	\$24.5	\$27.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	11	\$12,000	\$17,732	\$17,250	\$22,800
Bonus	5	380	753	406	453
Total Compensation	11	12,250	18,074	17,609	23,850
Age	10	29	34	34	38
Years with Present Bank	11	1	4	3	6
Years in Position	11	1	2	2	4
No. of Employees Supervised	10	0	1	0	2
Asset Size (Millions)	11	\$21.0	\$24.0	\$24.0	\$25.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	37	\$16,000	\$20,109	\$19,200	\$22,700
Bonus	24	730	2,358	1,650	3,150
Total Compensation	37	17,400	21,639	21,338	24,410
Age	37	30	37	34	44
Years with Present Bank	35	3	7	6	9
Years in Position	37	1	3	2	4
No. of Employees Supervised	35	0	2	1	3
Asset Size (Millions)	37	\$22.0	\$24.4	\$25.0	\$26.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	21	\$13,100	\$14,498	\$13,800	\$16,450
Bonus	10	815	1,576	1,000	1,863
Total Compensation	21	13,300	15,248	14,130	16,850
Age	21	28	31	29	35
Years with Present Bank	21	3	5	5	7
Years in Position	21	1	2	1	3
No. of Employees Supervised	18	0	1	0	2
Asset Size (Millions)	21	\$22.5	\$23.9	\$24.0	\$25.0

INTERNAL AUDITING OFFICER					
Base Salary	12	\$11,003	\$13,757	\$14,240	\$15,000
Bonus	7	500	1,167	600	1,385
Total Compensation	12	11,770	14,438	14,240	16,300
Age	12	17	35	32	38
Years with Present Bank	12	2	6	4	5
Years in Position	12	1	2	2	2
No. of Employees Supervised	10	0	0	0	0
Asset Size (Millions)	12	\$24.0	\$25.3	\$25.0	\$28.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	11	\$12,360	\$16,761	\$16,390	\$19,755
Bonus	5	400	730	743	808
Total Compensation	11	12,933	17,159	17,140	20,369
Age	11	38	46	50	52
Years with Present Bank	11	6	14	11	21
Years in Position	11	1	5	3	7
No. of Employees Supervised	11	0	1	0	1
Asset Size (Millions)	11	\$22.0	\$25.0	\$25.0	\$27.5

OFFICER TRAINEE					
Base Salary	11	\$9,900	\$12,527	\$12,600	\$13,100
Bonus	5	500	1,660	1,300	2,150
Total Compensation	11	10,550	13,282	13,000	15,500
Age	11	22	26	25	30
Years with Present Bank	11	1	2	1	1
Years in Position	10	1	2	1	1
No. of Employees Supervised	8	0	1	0	0
Asset Size (Millions)	11	\$21.0	\$23.5	\$24.0	\$25.5

OPERATIONS OFFICER-SR.					
Base Salary	51	\$15,950	\$21,792	\$18,700	\$21,800
Bonus	30	975	2,439	1,558	2,875
Total Compensation	51	16,750	23,227	19,500	24,334
Age	51	35	43	42	51
Years with Present Bank	50	7	14	15	19
Years in Position	47	1	5	3	7
No. of Employees Supervised	46	6	11	10	13
Asset Size (Millions)	51	\$21.5	\$23.9	\$24.0	\$26.0

OPERATIONS OFFICER-JR.					
Base Salary	37	\$11,550	\$13,575	\$13,500	\$15,600
Bonus	20	500	1,308	1,058	1,500
Total Compensation	37	11,820	14,281	14,400	15,900
Age	36	29	38	37	45
Years with Present Bank	37	5	10	9	13
Years in Position	35	1	3	2	5
No. of Employees Supervised	30	4	7	5	8
Asset Size (Millions)	37	\$21.0	\$24.0	\$24.0	\$26.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER					
Base Salary	11	\$13,500	\$16,437	\$15,210	\$18,150
Bonus	5	725	1,697	835	1,018
Total Compensation	11	14,973	17,209	17,815	18,150
Age	11	38	52	54	60
Years with Present Bank	11	7	18	17	27
Years in Position	11	1	3	2	5
No. of Employees Supervised	10	2	16	18	25
Asset Size (Millions)	11	\$24.0	\$24.8	\$25.0	\$25.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$30 TO \$39 MILLION

Of the 629 banks submitting data for the West-North Central region, 70 banks were in the \$30 to \$39 Million asset size category.

GEOGRAPHIC REGION: 6
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	67	\$37,376	\$45,137	\$43,000	\$50,000
Bonus	36	5,000	9,821	7,475	15,000
Total Compensation	67	41,808	50,414	47,800	55,914
Age	67	44	50	50	56
Years with Present Bank	66	8	17	17	24
Years in Position	65	3	8	6	13
No. of Employees Supervised	66	22	32	29	40
Asset Size (Millions)	67	\$32.0	\$34.4	\$34.0	\$37.0

SECOND RANKING OFFICER					
Base Salary	60	\$27,000	\$32,147	\$30,910	\$36,000
Bonus	30	1,960	5,374	3,615	6,608
Total Compensation	60	28,100	34,834	32,150	40,297
Age	58	39	45	45	52
Years with Present Bank	58	7	14	14	20
Years in Position	57	2	7	5	10
No. of Employees Supervised	57	6	23	24	38
Asset Size (Millions)	60	\$31.0	\$34.2	\$34.0	\$37.0

AGRICULTURAL LOAN OFFICER					
Base Salary	22	\$22,900	\$25,146	\$24,400	\$27,360
Bonus	10	2,378	7,814	4,935	10,833
Total Compensation	22	23,000	28,698	27,018	31,366
Age	22	34	42	41	48
Years with Present Bank	22	5	10	9	13
Years in Position	22	4	8	6	11
No. of Employees Supervised	19	0	2	1	2
Asset Size (Millions)	22	\$31.0	\$33.9	\$34.0	\$36.0

BRANCH MANAGER					
Base Salary	19	\$11,550	\$16,076	\$15,500	\$19,250
Bonus	6	550	1,318	802	1,255
Total Compensation	19	11,550	16,493	15,500	19,550
Age	18	36	48	48	61
Years with Present Bank	19	5	13	8	20
Years in Position	17	2	6	3	7
No. of Employees Supervised	19	2	5	5	6
Asset Size (Millions)	19	\$32.5	\$34.9	\$36.0	\$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	18	\$13,550	\$17,260	\$16,844	\$21,000
Bonus	9	914	1,382	1,140	1,615
Total Compensation	18	13,550	17,951	16,844	21,220
Age	18	30	41	42	48
Years with Present Bank	18	2	8	5	12
Years in Position	17	1	3	2	2
No. of Employees Supervised	17	0	1	0	2
Asset Size (Millions)	18	\$34.0	\$35.5	\$35.0	\$37.0

COMMERCIAL LOAN OFFICER-SR.

Base Salary	31	\$23,374	\$27,710	\$26,340	\$31,850
Bonus	12	1,200	4,861	3,000	5,000
Total Compensation	31	23,750	29,591	27,000	35,600
Age	31	33	41	39	44
Years with Present Bank	30	6	11	10	14
Years in Position	31	2	5	3	6
No. of Employees Supervised	28	1	6	4	7
Asset Size (Millions)	31	\$31.5	\$34.7	\$35.0	\$37.0

COMMERCIAL LOAN OFFICER-JR.

Base Salary	20	\$14,872	\$18,703	\$17,500	\$20,000
Bonus	9	2,247	3,351	3,000	4,125
Total Compensation	20	15,000	20,211	19,150	22,000
Age	20	29	33	33	36
Years with Present Bank	20	1	6	5	8
Years in Position	20	1	2	2	3
No. of Employees Supervised	19	0	2	1	2
Asset Size (Millions)	20	\$32.0	\$35.4	\$37.0	\$37.0

CONTROLLER

Base Salary	26	\$18,250	\$22,284	\$21,210	\$25,110
Bonus	9	1,000	1,873	1,875	2,091
Total Compensation	26	19,272	22,933	21,550	25,110
Age	25	31	38	34	43
Years with Present Bank	26	3	10	9	13
Years in Position	26	1	4	4	4
No. of Employees Supervised	25	6	13	13	18
Asset Size (Millions)	26	\$31.5	\$34.9	\$35.5	\$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	25	\$17,150	\$21,209	\$20,400	\$25,200
Bonus	11	1,688	4,966	2,100	4,750
Total Compensation	25	18,250	23,394	21,870	27,525
Age	25	33	42	42	48
Years with Present Bank	25	5	12	11	17
Years in Position	24	2	6	4	9
No. of Employees Supervised	22	0	2	0	2
Asset Size (Millions)	25	\$33.0	\$34.7	\$34.0	\$36.5

INSTALMENT LOAN COLLECTOR					
Base Salary	10	\$11,950	\$13,842	\$13,350	\$15,276
Bonus	5	400	614	550	635
Total Compensation	10	12,000	14,149	13,350	15,835
Age	10	25	33	28	36
Years with Present Bank	10	1	3	3	4
Years in Position	10	1	2	1	2
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	10	\$33.0	\$35.3	\$35.5	\$37.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	38	\$17,970	\$20,303	\$19,700	\$22,500
Bonus	15	1,025	2,704	1,800	2,355
Total Compensation	38	18,350	21,371	20,900	23,700
Age	38	32	37	37	40
Years with Present Bank	37	3	7	7	10
Years in Position	37	1	4	2	5
No. of Employees Supervised	36	1	3	3	3
Asset Size (Millions)	38	\$32.5	\$34.9	\$35.5	\$37.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	30	\$13,100	\$15,683	\$14,700	\$17,970
Bonus	10	460	902	798	1,025
Total Compensation	30	13,250	15,983	15,060	18,495
Age	30	26	34	32	36
Years with Present Bank	29	2	5	3	6
Years in Position	29	1	2	1	3
No. of Employees Supervised	28	0	2	1	2
Asset Size (Millions)	30	\$32.5	\$34.9	\$34.5	\$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	17	\$13,110	\$16,576	\$16,400	\$17,722
Bonus	6	409	1,777	1,878	2,290
Total Compensation	17	13,110	17,203	17,200	19,790
Age	17	37	44	45	51
Years with Present Bank	17	4	11	11	15
Years in Position	16	1	4	2	4
No. of Employees Supervised	17	0	6	0	2
Asset Size (Millions)	17	\$33.0	\$34.6	\$34.0	\$37.0

MORTGAGE LOAN OFFICER					
Base Salary	15	\$16,370	\$20,975	\$20,880	\$23,800
Bonus	5	1,075	1,440	1,200	1,326
Total Compensation	15	16,870	21,455	20,880	24,800
Age	15	33	38	35	41
Years with Present Bank	15	3	9	8	13
Years in Position	15	1	4	3	5
No. of Employees Supervised	14	0	1	0	1
Asset Size (Millions)	15	\$32.0	\$35.1	\$35.0	\$37.0

OFFICER TRAINEE					
Base Salary	13	\$11,002	\$13,611	\$13,200	\$14,398
Bonus	6	125	728	450	910
Total Compensation	13	11,077	13,947	14,500	14,898
Age	13	27	34	30	35
Years with Present Bank	13	1	4	1	3
Years in Position	13	0	2	1	2
No. of Employees Supervised	12	0	1	0	1
Asset Size (Millions)	13	\$32.5	\$35.1	\$35.0	\$37.0

OPERATIONS OFFICER-SR.					
Base Salary	47	\$17,250	\$20,219	\$19,140	\$24,200
Bonus	23	917	3,293	1,575	3,500
Total Compensation	47	18,000	21,831	20,988	25,200
Age	46	33	40	40	46
Years with Present Bank	46	4	12	9	17
Years in Position	46	1	4	3	5
No. of Employees Supervised	46	9	19	14	27
Asset Size (Millions)	47	\$31.5	\$34.3	\$34.0	\$37.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	35	\$12,050	\$14,115	\$14,000	\$15,500
Bonus	17	513	1,107	1,000	1,235
Total Compensation	35	12,550	14,653	14,200	16,365
Age	35	29	38	37	44
Years with Present Bank	35	7	12	12	17
Years in Position	34	1	3	2	3
No. of Employees Supervised	34	3	9	8	11
Asset Size (Millions)	35	\$32.0	\$34.9	\$35.0	\$37.0

PERSONNEL OFFICER					
Base Salary	17	\$14,390	\$16,562	\$16,500	\$17,760
Bonus	7	975	2,144	1,950	2,650
Total Compensation	17	14,865	17,445	17,520	18,625
Age	17	38	46	46	54
Years with Present Bank	17	6	16	10	26
Years in Position	17	2	4	2	4
No. of Employees Supervised	14	0	8	4	10
Asset Size (Millions)	17	\$31.5	\$34.6	\$35.0	\$37.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$40 TO \$49 MILLION

Of the 629 banks submitting data for the West-North Central region, 63 banks were in the \$40 to \$49 Million asset size category.

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed \$49 million. The reason for this being is that banks with assets just over \$50 million were instructed to complete the under \$50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 6
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	62	\$44,000	\$49,280	\$48,390	\$52,000
Bonus	42	3,178	6,632	5,000	8,335
Total Compensation	62	47,320	53,772	51,750	56,132
Age	62	44	53	56	61
Years with Present Bank	62	8	20	20	31
Years in Position	61	3	10	8	15
No. of Employees Supervised	60	29	38	40	48
Asset Size (Millions)	62	\$42.5	\$46.5	\$46.5	\$50.0

SECOND RANKING OFFICER					
Base Salary	55	\$31,473	\$35,793	\$34,800	\$38,000
Bonus	38	1,375	4,572	3,000	5,315
Total Compensation	55	32,500	38,951	36,900	41,125
Age	53	39	46	46	52
Years with Present Bank	55	8	16	13	21
Years in Position	54	2	6	5	9
No. of Employees Supervised	48	6	26	29	41
Asset Size (Millions)	55	\$43.5	\$46.5	\$47.0	\$50.0

AGRICULTURAL LOAN OFFICER					
Base Salary	32	\$20,150	\$24,431	\$24,260	\$27,000
Bonus	20	600	2,283	1,593	3,140
Total Compensation	32	21,125	25,858	25,610	27,600
Age	29	30	43	46	52
Years with Present Bank	32	3	11	7	14
Years in Position	32	3	7	5	9
No. of Employees Supervised	28	0	2	1	2
Asset Size (Millions)	32	\$43.0	\$46.3	\$46.0	\$49.0

BRANCH MANAGER					
Base Salary	27	\$13,810	\$18,003	\$17,500	\$20,150
Bonus	13	1,000	1,609	1,415	1,675
Total Compensation	27	14,060	18,778	18,000	21,400
Age	24	30	38	36	44
Years with Present Bank	26	3	8	6	10
Years in Position	25	1	3	2	3
No. of Employees Supervised	25	4	6	5	7
Asset Size (Millions)	27*	\$44.5	\$47.6	\$47.0	\$50.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	18	\$17,063	\$21,218	\$21,750	\$25,000
Bonus	9	859	1,989	1,280	2,695
Total Compensation	18	17,413	22,212	22,150	26,100
Age	17	35	46	45	53
Years with Present Bank	18	4	11	7	10
Years in Position	18	2	4	4	5
No. of Employees Supervised	17	0	3	0	2
Asset Size (Millions)	18	\$42.5	\$46.6	\$46.0	\$50.0

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	41	\$25,050	\$28,863	\$29,500	\$31,500
Bonus	26	945	3,371	2,475	3,750
Total Compensation	41	27,275	31,001	30,300	32,950
Age	39	37	42	40	48
Years with Present Bank	41	4	11	8	15
Years in Position	40	2	5	4	7
No. of Employees Supervised	39	1	4	3	6
Asset Size (Millions)	41	\$41.5	\$46.6	\$46.0	\$50.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	27	\$17,050	\$20,719	\$19,800	\$23,275
Bonus	16	600	1,401	1,415	1,800
Total Compensation	27	17,900	21,549	19,800	24,570
Age	25	33	39	36	39
Years with Present Bank	27	3	9	7	12
Years in Position	26	1	3	3	4
No. of Employees Supervised	26	0	2	2	3
Asset Size (Millions)	27	\$45.0	\$47.6	\$47.0	\$51.0

CONTROLLER					
Base Salary	17	\$17,750	\$21,106	\$21,000	\$22,750
Bonus	9	1,050	2,522	2,000	3,000
Total Compensation	17	19,000	22,441	22,450	25,148
Age	16	31	42	40	55
Years with Present Bank	17	4	13	7	22
Years in Position	17	3	6	5	7
No. of Employees Supervised	15	0	5	1	6
Asset Size (Millions)	17	\$40.5	\$45.8	\$45.0	\$47.5

GEOGRAPHIC REGION: 6
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	22	\$17,300	\$21,456	\$19,700	\$24,110
Bonus	13	250	2,035	900	1,510
Total Compensation	22	17,425	22,658	20,160	24,900
Age	21	31	38	37	41
Years with Present Bank	22	3	9	6	10
Years in Position	22	1	4	3	4
No. of Employees Supervised	22	0	2	0	3
Asset Size (Millions)	22	\$40.5	\$46.4	\$47.0	\$49.5

INSTALMENT LOAN COLLECTOR					
Base Salary	9	\$12,080	\$13,604	\$13,200	\$13,650
Bonus		INSUFFICIENT DATA			
Total Compensation	9	12,270	14,253	13,500	15,480
Age	8	26	38	33	50
Years with Present Bank	9	3	6	4	5
Years in Position	9	1	3	2	3
No. of Employees Supervised	7	0	0	0	1
Asset Size (Millions)	9	\$46.0	\$48.0	\$48.0	\$50.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	40	\$17,713	\$21,281	\$21,750	\$24,000
Bonus	22	500	1,446	1,025	2,003
Total Compensation	40	18,500	22,077	22,485	24,700
Age	38	33	38	36	41
Years with Present Bank	40	3	8	7	10
Years in Position	39	2	5	4	6
No. of Employees Supervised	37	1	3	2	4
Asset Size (Millions)	40	\$45.0	\$48.0	\$47.5	\$51.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	31	\$14,100	\$16,541	\$16,240	\$18,000
Bonus	17	500	1,071	800	1,210
Total Compensation	31	14,963	17,128	17,027	18,300
Age	29	31	38	36	41
Years with Present Bank	31	3	8	5	10
Years in Position	30	1	3	3	4
No. of Employees Supervised	28	0	1	1	2
Asset Size (Millions)	31	\$44.5	\$46.7	\$47.0	\$50.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	15	\$14,200	\$17,853	\$17,700	\$21,300
Bonus	7	238	1,088	900	1,300
Total Compensation	15	14,750	18,361	18,300	22,150
Age	14	29	41	43	52
Years with Present Bank	15	3	14	9	23
Years in Position	15	1	4	4	5
No. of Employees Supervised	14	0	1	0	1
Asset Size (Millions)	15	\$42.5	\$47.2	\$45.0	\$50.5

MORTGAGE LOAN OFFICER					
Base Salary	21	\$19,320	\$23,658	\$22,200	\$25,250
Bonus	14	235	1,100	978	1,393
Total Compensation	21	19,350	24,391	23,100	26,078
Age	21	37	44	44	50
Years with Present Bank	21	4	13	11	20
Years in Position	21	2	5	4	6
No. of Employees Supervised	20	0	2	1	2
Asset Size (Millions)	21	\$41.0	\$46.5	\$46.0	\$50.0

OFFICER TRAINEE					
Base Salary	11	\$11,750	\$13,518	\$13,500	\$14,202
Bonus	6	178	666	470	870
Total Compensation	11	12,000	13,881	13,900	14,410
Age	10	24	35	32	41
Years with Present Bank	11	1	5	1	5
Years in Position	10	1	2	1	2
No. of Employees Supervised	11	0	0	0	0
Asset Size (Millions)	11	\$46.0	\$50.6	\$52.0	\$54.5

OPERATIONS OFFICER-SR.					
Base Salary	51	\$19,350	\$22,713	\$21,000	\$25,300
Bonus	31	760	2,363	1,625	2,735
Total Compensation	51	20,080	24,150	23,300	27,570
Age	49	33	42	41	51
Years with Present Bank	51	3	11	8	13
Years in Position	50	2	5	3	6
No. of Employees Supervised	48	10	23	21	29
Asset Size (Millions)	51	\$41.0	\$46.3	\$46.0	\$50.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	29	\$13,088	\$15,012	\$15,000	\$16,000
Bonus	13	375	1,865	500	1,400
Total Compensation	29	13,500	15,848	15,600	16,675
Age	27	31	41	43	48
Years with Present Bank	29	5	13	11	15
Years in Position	28	1	4	3	4
No. of Employees Supervised	29	3	10	7	13
Asset Size (Millions)	29	\$41.5	\$46.4	\$47.0	\$49.5

PERSONNEL OFFICER					
Base Salary	15	\$14,830	\$18,736	\$17,000	\$20,772
Bonus	10	625	1,482	970	1,200
Total Compensation	15	14,830	19,724	17,200	21,405
Age	14	31	43	38	54
Years with Present Bank	14	8	14	9	18
Years in Position	14	1	2	2	4
No. of Employees Supervised	15	0	9	2	8
Asset Size (Millions)	15	\$44.5	\$47.0	\$46.0	\$48.5

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$50 TO \$99 MILLION

Of the 629 banks submitting data for the West-North Central region, 82 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.

Loan Review Officer
Training Director

GEOGRAPHIC REGION: 6
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	81	\$50,500	\$58,120	\$55,000	\$62,730
Bonus	46	4,050	10,170	8,500	11,261
Total Compensation	81	54,905	63,895	63,596	67,674
Age	81	47	52	52	57
Years with Present Bank	81	8	19	18	28
Years in Position	81	2	7	5	10
No. of Employees Supervised	77	47	61	62	78
Asset Size (Millions)	81	\$62.0	\$73.4	\$72.0	\$84.5

ADVERTISING OFFICER					
Base Salary	26	\$14,850	\$19,397	\$17,750	\$23,800
Bonus	8	950	2,154	1,400	3,100
Total Compensation	26	15,350	20,060	18,225	24,250
Age	26	28	41	41	50
Years with Present Bank	26	3	9	6	12
Years in Position	26	1	4	2	5
No. of Employees Supervised	25	0	1	0	2
Asset Size (Millions)	26	\$68.0	\$77.5	\$76.0	\$84.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	24	\$28,300	\$33,496	\$32,901	\$36,000
Bonus	9	1,769	4,140	3,500	5,470
Total Compensation	24	28,300	35,048	33,526	40,000
Age	24	39	48	49	54
Years with Present Bank	24	8	18	15	27
Years in Position	24	1	6	3	6
No. of Employees Supervised	23	0	14	3	12
Asset Size (Millions)	24	\$59.0	\$71.8	\$71.0	\$81.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	14	\$24,000	\$32,525	\$31,510	\$37,850
Bonus		INSUFFICIENT DATA			
Total Compensation	14	24,693	33,786	32,010	37,850
Age	14	34	45	44	52
Years with Present Bank	13	9	15	13	16
Years in Position	14	2	5	4	7
No. of Employees Supervised	13	9	28	20	32
Asset Size (Millions)	14	\$61.0	\$71.2	\$67.5	\$80.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	14	\$16,900	\$20,714	\$19,620	\$22,425
Bonus		INSUFFICIENT DATA			
Total Compensation	14	17,150	21,046	20,350	22,425
Age	14	33	42	42	47
Years with Present Bank	14	5	13	13	16
Years in Position	14	1	4	3	6
No. of Employees Supervised	14	9	13	13	15
Asset Size (Millions)	14	\$73.0	\$83.7	\$87.0	\$93.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	39	\$14,720	\$16,871	\$16,000	\$18,850
Bonus	13	546	1,239	1,200	1,679
Total Compensation	39	14,950	17,284	16,750	19,024
Age	39	32	43	44	50
Years with Present Bank	39	4	11	10	17
Years in Position	39	1	4	3	6
No. of Employees Supervised	38	4	5	5	7
Asset Size (Millions)	39	\$63.5	\$73.5	\$71.0	\$83.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	11	\$21,250	\$29,392	\$30,000	\$35,848
Bonus		INSUFFICIENT DATA			
Total Compensation	11	22,500	30,183	31,080	37,098
Age	10	44	57	60	62
Years with Present Bank	11	2	12	12	19
Years in Position	11	1	6	4	10
No. of Employees Supervised	11	0	16	3	10
Asset Size (Millions)	11	\$57.5	\$74.3	\$72.0	\$85.5

BUSINESS DEVELOPMENT OFFICER					
Base Salary	10	\$15,500	\$23,424	\$23,880	\$26,232
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,075	24,065	25,719	26,722
Age	10	31	45	43	54
Years with Present Bank	10	4	13	14	19
Years in Position	10	2	5	4	8
No. of Employees Supervised	10	0	10	0	2
Asset Size (Millions)	10	\$64.5	\$76.2	\$73.0	\$85.0

GEOGRAPHIC REGION: 6

ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	13	\$15,000	\$21,492	\$18,000	\$25,250
Bonus		INSUFFICIENT DATA			
Total Compensation	13	15,000	22,458	18,000	25,250
Age	13	26	33	30	37
Years with Present Bank	13	3	6	4	9
Years in Position	13	1	2	1	3
No. of Employees Supervised	13	2	9	3	6
Asset Size (Millions)	13	\$60.5	\$74.2	\$70.0	\$88.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	57	\$28,000	\$34,409	\$32,900	\$37,100
Bonus	18	2,250	8,190	4,548	6,600
Total Compensation	57	29,050	36,996	33,980	39,000
Age	56	36	43	43	49
Years with Present Bank	57	6	13	11	21
Years in Position	55	1	4	4	6
No. of Employees Supervised	55	3	7	5	7
Asset Size (Millions)	57	\$60.5	\$72.0	\$70.0	\$81.5

COMMERCIAL LOAN OFFICER					
Base Salary	63	\$21,250	\$26,537	\$27,000	\$30,300
Bonus	19	1,465	2,852	2,700	3,516
Total Compensation	63	21,750	27,398	28,000	32,150
Age	63	32	40	36	48
Years with Present Bank	63	5	11	9	15
Years in Position	62	1	5	3	7
No. of Employees Supervised	61	0	3	1	2
Asset Size (Millions)	63	\$62.0	\$74.5	\$74.0	\$86.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	43	\$16,650	\$19,671	\$19,200	\$21,400
Bonus	16	813	1,478	1,375	2,150
Total Compensation	43	17,032	20,222	19,500	22,475
Age	42	27	34	32	37
Years with Present Bank	43	3	6	5	8
Years in Position	43	1	2	2	3
No. of Employees Supervised	41	0	1	0	1
Asset Size (Millions)	43	\$62.0	\$74.7	\$73.0	\$86.5

GEOGRAPHIC REGION: 6
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
EDP OFFICER-SR.					
Base Salary	10	\$20,800	\$24,774	\$25,720	\$28,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	21,400	25,691	26,500	29,629
Age	9	34	39	39	45
Years with Present Bank	10	7	11	9	14
Years in Position	10	2	5	5	7
No. of Employees Supervised	8	2	4	4	4
Asset Size (Millions)	10	\$66.5	\$77.6	\$78.0	\$85.5

FINANCIAL OFFICER-SR.					
Base Salary	29	\$19,990	\$27,506	\$27,000	\$33,000
Bonus	12	1,400	3,207	2,894	4,000
Total Compensation	29	20,928	28,833	27,000	35,050
Age	28	34	44	44	52
Years with Present Bank	29	6	17	15	24
Years in Position	29	2	5	5	6
No. of Employees Supervised	28	1	13	4	20
Asset Size (Millions)	29	\$62.0	\$75.4	\$74.0	\$89.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	25	\$14,350	\$16,411	\$16,000	\$18,207
Bonus	7	738	1,118	1,000	1,350
Total Compensation	25	14,700	16,724	16,000	18,567
Age	25	29	40	36	50
Years with Present Bank	25	2	7	4	8
Years in Position	25	1	4	2	4
No. of Employees Supervised	25	0	1	0	1
Asset Size (Millions)	25	\$60.0	\$72.4	\$71.0	\$83.5

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	69	\$21,150	\$24,928	\$24,000	\$28,000
Bonus	20	1,200	2,863	1,683	3,194
Total Compensation	69	21,450	25,758	24,200	28,347
Age	68	33	42	40	49
Years with Present Bank	69	5	12	11	17
Years in Position	69	1	6	3	8
No. of Employees Supervised	67	3	7	5	8
Asset Size (Millions)	69	\$62.0	\$72.8	\$71.0	\$83.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER					
Base Salary	68	\$15,500	\$18,266	\$16,840	\$20,200
Bonus	19	905	1,556	1,200	1,750
Total Compensation	68	16,000	18,701	17,000	20,328
Age	68	30	38	34	45
Years with Present Bank	68	3	8	5	11
Years in Position	68	1	4	3	4
No. of Employees Supervised	66	0	2	0	3
Asset Size (Millions)	68	\$63.0	\$73.4	\$72.0	\$83.0

INTERNAL AUDITING OFFICER-SR.

Base Salary	35	\$16,500	\$19,535	\$18,500	\$21,500
Bonus	11	1,018	1,568	1,200	1,960
Total Compensation	35	17,050	20,028	18,500	21,868
Age	35	31	40	37	53
Years with Present Bank	35	3	13	8	19
Years in Position	35	1	5	3	5
No. of Employees Supervised	33	0	1	1	1
Asset Size (Millions)	35	\$70.0	\$79.3	\$81.0	\$90.0

MARKETING DIRECTOR

Base Salary	23	\$14,740	\$20,265	\$18,180	\$23,120
Bonus	7	255	1,276	675	1,872
Total Compensation	23	14,828	20,653	18,180	23,867
Age	22	27	36	33	40
Years with Present Bank	23	2	6	3	8
Years in Position	23	1	3	2	3
No. of Employees Supervised	23	0	1	1	3
Asset Size (Millions)	23	\$64.0	\$73.7	\$72.0	\$84.0

MORTGAGE LOAN DEPARTMENT MANAGER

Base Salary	32	\$23,000	\$27,078	\$25,932	\$29,600
Bonus	7	690	2,484	1,800	3,405
Total Compensation	32	23,000	27,621	26,900	31,800
Age	31	36	46	47	55
Years with Present Bank	32	6	18	19	26
Years in Position	32	1	8	6	9
No. of Employees Supervised	32	1	2	1	2
Asset Size (Millions)	32	\$61.0	\$72.5	\$71.0	\$86.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	34	\$17,320	\$21,281	\$21,200	\$24,830
Bonus	10	452	1,965	1,338	2,338
Total Compensation	34	17,800	21,859	21,200	25,000
Age	34	40	47	45	54
Years with Present Bank	34	7	14	14	18
Years in Position	34	1	4	3	5
No. of Employees Supervised	34	0	1	1	2
Asset Size (Millions)	34	\$64.5	\$76.2	\$74.0	\$88.5

MORTGAGE LOAN OFFICER-JR.					
Base Salary	11	\$12,750	\$16,139	\$15,300	\$16,270
Bonus	5	413	885	800	925
Total Compensation	11	13,275	16,541	15,800	16,350
Age	11	33	42	42	49
Years with Present Bank	11	3	12	16	18
Years in Position	11	1	2	1	3
No. of Employees Supervised	11	0	1	0	1
Asset Size (Millions)	11	\$67.0	\$75.1	\$72.0	\$81.0

NEW ACCOUNTS OFFICER					
Base Salary	33	\$13,190	\$15,105	\$15,000	\$15,800
Bonus	10	339	1,299	1,100	1,738
Total Compensation	33	13,600	15,498	15,000	16,500
Age	33	38	46	47	55
Years with Present Bank	33	9	15	15	19
Years in Position	33	1	3	2	4
No. of Employees Supervised	32	1	4	3	6
Asset Size (Millions)	33	\$63.0	\$72.2	\$70.0	\$78.5

OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	5	\$12,070	\$14,128	\$14,000	\$14,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,070	14,344	14,000	14,250
Age	5	24	30	31	32
Years with Present Bank	5	1	5	7	8
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	25	0	2
Asset Size (Millions)	5	\$69.0	\$80.6	\$86.0	\$87.0

GEOGRAPHIC REGION: 6

ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	13	\$12,000	\$13,183	\$13,000	\$14,100
Bonus	5	600	896	720	860
Total Compensation	13	12,550	13,528	13,000	14,100
Age	12	23	24	23	24
Years with Present Bank	12	1	2	1	1
Years in Position	12	1	1	1	1
No. of Employees Supervised	12	0	0	0	0
Asset Size (Millions)	13	\$61.0	\$74.2	\$73.0	\$81.0

OPERATIONS OFFICER-SR.

Base Salary	68	\$21,000	\$25,547	\$25,000	\$29,425
Bonus	23	1,348	2,868	2,500	4,095
Total Compensation	68	21,785	26,517	25,200	30,700
Age	68	35	43	43	51
Years with Present Bank	67	7	15	15	21
Years in Position	67	1	4	3	5
No. of Employees Supervised	65	11	29	29	41
Asset Size (Millions)	68	\$61.0	\$73.2	\$71.5	\$85.0

PERSONNEL OFFICER-SR.

Base Salary	43	\$16,668	\$20,817	\$18,600	\$23,140
Bonus	11	496	2,041	1,500	2,500
Total Compensation	43	16,800	21,339	18,800	23,840
Age	43	34	43	41	49
Years with Present Bank	43	4	13	13	20
Years in Position	43	1	3	3	5
No. of Employees Supervised	43	0	12	1	6
Asset Size (Millions)	43	\$63.0	\$74.3	\$72.0	\$87.0

SECURITY OFFICER-SR.

Base Salary	12	\$17,000	\$20,748	\$20,700	\$22,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	17,000	21,364	20,700	22,575
Age	12	27	38	34	48
Years with Present Bank	12	6	12	11	12
Years in Position	12	1	4	3	5
No. of Employees Supervised	11	1	9	1	6
Asset Size (Millions)	12	\$58.0	\$71.9	\$69.5	\$82.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	32	\$27,500	\$31,567	\$31,000	\$34,000
Bonus	13	1,900	3,079	2,318	4,226
Total Compensation	32	27,500	32,818	32,043	35,652
Age	32	39	46	49	54
Years with Present Bank	32	3	9	8	14
Years in Position	32	3	6	5	8
No. of Employees Supervised	31	1	3	2	3
Asset Size (Millions)	32	\$64.0	\$76.3	\$75.0	\$84.0

TRUST OPERATIONS MANAGER					
Base Salary	15	\$13,250	\$19,015	\$17,437	\$22,375
Bonus	5	1,505	6,046	2,511	2,810
Total Compensation	15	13,350	21,030	19,546	23,835
Age	15	33	41	39	45
Years with Present Bank	15	5	10	11	15
Years in Position	15	1	4	4	5
No. of Employees Supervised	14	1	2	2	3
Asset Size (Millions)	15	\$60.0	\$74.7	\$71.0	\$89.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$100 TO \$249 MILLION

Of the 629 banks submitting data for the West-North Central region, 50 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 6
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	49	\$60,500	\$71,983	\$69,000	\$78,000
Bonus	18	5,558	14,648	11,000	15,450
Total Compensation	49	64,500	77,364	73,700	88,800
Age	48	48	53	53	59
Years with Present Bank	49	11	21	21	30
Years in Position	49	3	8	6	12
No. of Employees Supervised	46	83	118	125	151
Asset Size (Millions)	49	\$110.0	\$141.5	\$133.0	\$155.0

ADVERTISING OFFICER					
Base Salary	13	\$16,280	\$23,158	\$20,800	\$27,500
Bonus		INSUFFICIENT DATA			
Total Compensation	13	16,280	23,610	20,800	27,500
Age	13	34	47	45	57
Years with Present Bank	13	7	13	9	11
Years in Position	13	2	4	3	7
No. of Employees Supervised	13	0	1	1	1
Asset Size (Millions)	13	\$108.5	\$140.4	\$130.0	\$146.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	21	\$30,400	\$39,767	\$39,000	\$42,150
Bonus	6	1,820	7,021	3,492	4,750
Total Compensation	21	31,700	41,773	39,000	46,392
Age	21	40	49	51	57
Years with Present Bank	21	9	21	22	26
Years in Position	21	3	6	5	10
No. of Employees Supervised	21	0	11	3	8
Asset Size (Millions)	21	\$110.0	\$141.7	\$130.0	\$155.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	10	\$29,000	\$38,330	\$36,500	\$44,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	29,000	38,428	36,550	45,240
Age	10	40	47	46	48
Years with Present Bank	10	5	16	15	20
Years in Position	10	1	4	3	5
No. of Employees Supervised	10	4	38	12	61
Asset Size (Millions)	10	\$106.5	\$133.3	\$124.0	\$139.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	19	\$15,476	\$19,117	\$18,000	\$22,100
Bonus	6	550	1,486	1,625	1,361
Total Compensation	19	16,175	19,586	18,144	22,600
Age	19	36	44	44	50
Years with Present Bank	19	7	16	13	22
Years in Position	18	1	3	2	4
No. of Employees Supervised	19	10	12	12	14
Asset Size (Millions)	19	\$121.5	\$148.4	\$142.0	\$167.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	27	\$14,200	\$18,147	\$16,260	\$21,889
Bonus	5	600	1,390	1,666	1,708
Total Compensation	27	14,450	18,404	16,333	21,889
Age	27	34	45	42	56
Years with Present Bank	27	5	15	12	21
Years in Position	27	1	3	3	4
No. of Employees Supervised	27	5	7	6	8
Asset Size (Millions)	27	\$107.5	\$136.6	\$126.0	\$148.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	12	\$27,000	\$36,279	\$32,125	\$35,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	27,000	36,842	32,125	35,750
Age	12	38	47	50	54
Years with Present Bank	12	3	9	9	12
Years in Position	12	0	4	4	5
No. of Employees Supervised	12	1	3	2	3
Asset Size (Millions)	12	\$122.0	\$149.6	\$140.0	\$160.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	14	\$16,326	\$25,536	\$24,075	\$28,200
Bonus		INSUFFICIENT DATA			
Total Compensation	14	16,326	26,161	24,950	31,650
Age	14	45	51	51	58
Years with Present Bank	14	3	13	9	21
Years in Position	14	2	7	5	9
No. of Employees Supervised	13	0	1	0	1
Asset Size (Millions)	14	\$106.5	\$147.1	\$137.5	\$165.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	17	\$16,050	\$24,846	\$21,320	\$25,500
Bonus		INSUFFICIENT DATA			
Total Compensation	17	16,050	25,376	21,320	25,500
Age	17	29	36	32	44
Years with Present Bank	17	3	8	4	11
Years in Position	17	1	2	1	2
No. of Employees Supervised	17	1	6	4	7
Asset Size (Millions)	17	\$113.5	\$145.5	\$134.0	\$162.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	41	\$32,750	\$36,315	\$36,000	\$39,750
Bonus	6	800	3,237	3,179	3,532
Total Compensation	41	32,750	36,789	36,960	39,750
Age	41	37	45	44	54
Years with Present Bank	41	6	15	14	25
Years in Position	41	1	4	3	6
No. of Employees Supervised	40	6	10	9	11
Asset Size (Millions)	41	\$115.5	\$146.0	\$136.0	\$162.5

COMMERCIAL LOAN OFFICER					
Base Salary	45	\$23,400	\$27,490	\$27,000	\$30,738
Bonus	10	875	2,831	2,017	2,574
Total Compensation	45	23,400	28,119	27,225	30,750
Age	45	31	40	38	47
Years with Present Bank	45	3	10	8	14
Years in Position	45	2	5	3	5
No. of Employees Supervised	44	0	1	0	2
Asset Size (Millions)	45	\$110.0	\$140.8	\$130.0	\$155.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	23	\$17,200	\$19,655	\$19,500	\$21,500
Bonus		INSUFFICIENT DATA			
Total Compensation	23	17,200	19,804	20,400	21,675
Age	23	27	34	34	38
Years with Present Bank	23	4	8	5	9
Years in Position	23	1	2	2	2
No. of Employees Supervised	22	0	1	0	0
Asset Size (Millions)	23	\$110.0	\$145.0	\$134.0	\$172.5

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	14	\$25,890	\$27,606	\$28,000	\$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	14	25,890	28,141	28,000	30,500
Age	14	32	42	39	51
Years with Present Bank	14	3	8	8	10
Years in Position	14	2	5	4	9
No. of Employees Supervised	14	0	1	1	2
Asset Size (Millions)	14	\$123.5	\$150.2	\$145.5	\$172.5

EDP OFFICER-SR.					
Base Salary	22	\$23,375	\$27,584	\$27,300	\$30,500
Bonus	8	1,500	3,107	3,100	4,400
Total Compensation	22	24,997	28,714	29,580	31,750
Age	22	34	39	39	42
Years with Present Bank	22	7	12	11	16
Years in Position	22	2	6	4	8
No. of Employees Supervised	22	5	14	11	17
Asset Size (Millions)	22	\$110.0	\$138.3	\$127.0	\$155.0

FINANCIAL OFFICER-SR.					
Base Salary	33	\$25,550	\$29,917	\$29,000	\$33,800
Bonus	7	425	3,293	1,690	4,700
Total Compensation	33	25,550	30,616	29,000	33,850
Age	33	33	41	39	47
Years with Present Bank	33	3	12	9	18
Years in Position	33	2	6	3	7
No. of Employees Supervised	33	4	10	6	9
Asset Size (Millions)	33	\$121.5	\$147.1	\$135.0	\$167.5

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	23	\$12,406	\$15,671	\$14,600	\$16,950
Bonus		INSUFFICIENT DATA			
Total Compensation	23	12,406	15,749	15,000	16,950
Age	23	27	39	37	51
Years with Present Bank	23	3	5	4	7
Years in Position	23	1	3	2	4
No. of Employees Supervised	23	0	1	1	2
Asset Size (Millions)	23	\$119.0	\$152.2	\$145.0	\$178.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	43	\$24,700	\$27,604	\$27,300	\$30,000
Bonus	8	182	2,083	2,259	2,451
Total Compensation	43	24,857	27,992	27,725	30,500
Age	43	36	45	45	53
Years with Present Bank	43	7	15	13	23
Years in Position	43	2	6	4	10
No. of Employees Supervised	42	5	9	8	12
Asset Size (Millions)	43	\$110.0	\$139.3	\$133.0	\$150.0

INSTALMENT LOAN OFFICER					
Base Salary	47	\$15,550	\$18,079	\$17,500	\$20,000
Bonus	11	425	2,007	1,433	2,138
Total Compensation	47	15,550	18,548	18,300	20,283
Age	47	31	38	36	43
Years with Present Bank	47	4	10	8	12
Years in Position	47	2	5	3	7
No. of Employees Supervised	46	0	2	0	2
Asset Size (Millions)	47	\$109.0	\$139.6	\$130.0	\$150.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	33	\$18,000	\$20,940	\$20,000	\$24,320
Bonus	7	300	1,704	1,679	2,455
Total Compensation	33	18,072	21,302	20,500	24,320
Age	33	31	37	35	43
Years with Present Bank	33	3	10	7	18
Years in Position	33	2	4	3	6
No. of Employees Supervised	32	1	2	1	2
Asset Size (Millions)	33	\$109.0	\$140.7	\$130.0	\$150.0

LOAN REVIEW OFFICER					
Base Salary	10	\$14,000	\$20,542	\$18,400	\$23,860
Bonus		INSUFFICIENT DATA			
Total Compensation	10	14,000	20,692	19,150	23,860
Age	10	28	33	29	33
Years with Present Bank	10	2	8	4	6
Years in Position	10	1	3	2	3
No. of Employees Supervised	9	0	3	2	4
Asset Size (Millions)	10	\$108.5	\$149.6	\$136.5	\$171.5

GEOGRAPHIC REGION: 6
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MARKETING DIRECTOR					
Base Salary	29	\$20,600	\$25,838	\$25,000	\$29,800
Bonus	6	550	2,570	2,459	3,200
Total Compensation	29	20,600	26,370	26,000	29,800
Age	29	34	41	39	49
Years with Present Bank	29	3	8	5	11
Years in Position	29	1	4	3	5
No. of Employees Supervised	28	0	4	1	2
Asset Size (Millions)	29	\$108.0	\$145.0	\$134.0	\$162.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	29	\$26,550	\$30,078	\$31,400	\$33,750
Bonus	6	326	2,320	1,763	2,763
Total Compensation	29	27,450	30,558	31,400	34,000
Age	29	41	49	51	57
Years with Present Bank	29	5	7	13	25
Years in Position	28	2	6	4	8
No. of Employees Supervised	28	1	3	2	4
Asset Size (Millions)	29	\$112.0	\$145.1	\$136.0	\$162.5

MORTGAGE LOAN OFFICER					
Base Salary	25	\$19,125	\$23,131	\$22,400	\$25,315
Bonus	5	1,337	2,633	1,942	2,079
Total Compensation	25	19,125	23,658	23,000	25,865
Age	25	34	43	41	51
Years with Present Bank	25	8	14	11	21
Years in Position	25	2	5	4	5
No. of Employees Supervised	25	0	1	1	2
Asset Size (Millions)	25	\$115.5	\$142.2	\$134.0	\$150.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	7	\$12,450	\$16,029	\$16,200	\$17,550
Bonus		INSUFFICIENT DATA			
Total Compensation	7	12,463	16,032	16,200	17,550
Age	7	28	35	29	40
Years with Present Bank	7	5	11	10	11
Years in Position	7	0	6	2	4
No. of Employees Supervised	7	0	1	1	2
Asset Size (Millions)	7	\$105.0	\$140.1	\$128.0	\$170.5

GEOGRAPHIC REGION: 6

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	34	\$14,488	\$16,802	\$16,000	\$18,425
Bonus	9	1,051	2,066	1,570	1,958
Total Compensation	34	14,738	17,349	16,100	19,370
Age	34	35	44	45	52
Years with Present Bank	34	10	17	16	23
Years in Position	34	2	5	4	6
No. of Employees Supervised	33	3	6	5	7
Asset Size (Millions)	34	\$112.0	\$145.3	\$133.5	\$167.5

OFFICER TRAINEE-BACHELOR'S DEGREE

Base Salary	15	\$13,000	\$13,626	\$13,400	\$14,310
Bonus		INSUFFICIENT DATA			
Total Compensation	15	13,000	13,626	13,400	14,310
Age	15	24	26	25	27
Years with Present Bank	15	1	2	1	2
Years in Position	15	1	1	1	1
No. of Employees Supervised	14	0	0	0	0
Asset Size (Millions)	15	\$117.0	\$152.7	\$147.0	\$169.0

OPERATIONS OFFICER-SR.

Base Salary	44	\$24,000	\$30,494	\$30,000	\$35,100
Bonus	10	800	2,459	2,328	3,017
Total Compensation	44	25,750	31,053	30,250	35,650
Age	44	39	46	46	54
Years with Present Bank	44	7	16	16	24
Years in Position	43	2	6	4	8
No. of Employees Supervised	43	9	44	45	63
Asset Size (Millions)	44	\$110.0	\$141.5	\$131.5	\$150.0

PERSONNEL OFFICER-SR.

Base Salary	40	\$18,000	\$22,165	\$20,500	\$24,000
Bonus	5	100	1,350	500	875
Total Compensation	40	18,000	22,333	21,000	24,300
Age	40	35	42	42	49
Years with Present Bank	40	4	11	9	16
Years in Position	40	2	5	4	7
No. of Employees Supervised	38	1	8	2	3
Asset Size (Millions)	40	\$110.0	\$145.4	\$135.5	\$170.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	13	\$18,250	\$22,092	\$22,400	\$23,700
Bonus		INSUFFICIENT DATA			
Total Compensation	13	19,125	22,227	22,400	23,700
Age	13	37	47	48	54
Years with Present Bank	13	9	17	14	23
Years in Position	13	3	5	5	7
No. of Employees Supervised	12	0	11	6	14
Asset Size (Millions)	13	\$108.5	\$155.7	\$165.0	\$184.0

TRAINING DIRECTOR					
Base Salary	7	\$12,650	\$15,514	\$16,000	\$16,750
Bonus		INSUFFICIENT DATA			
Total Compensation	7	12,650	15,514	16,000	16,750
Age	7	27	34	34	36
Years with Present Bank	7	2	9	6	12
Years in Position	7	1	3	1	4
No. of Employees Supervised	7	0	7	2	9
Asset Size (Millions)	7	\$107.0	\$144.1	\$117.0	\$160.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	32	\$32,000	\$38,195	\$35,500	\$42,100
Bonus	8	2,000	2,953	2,904	3,105
Total Compensation	32	33,000	38,933	36,950	44,245
Age	32	36	45	44	52
Years with Present Bank	32	4	10	8	14
Years in Position	32	3	7	5	10
No. of Employees Supervised	32	3	8	6	11
Asset Size (Millions)	32	\$110.0	\$142.5	\$130.0	\$160.0

TRUST OPERATIONS MANAGER					
Base Salary	21	\$15,908	\$19,263	\$17,700	\$22,100
Bonus	6	425	1,681	1,625	1,826
Total Compensation	21	15,918	19,744	17,750	22,906
Age	21	32	42	40	52
Years with Present Bank	21	6	13	9	21
Years in Position	21	2	4	4	6
No. of Employees Supervised	21	2	4	4	5
Asset Size (Millions)	21	\$107.0	\$146.9	\$126.0	\$190.5

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$250 TO \$499 MILLION

Of the 629 banks submitting data for the West-North Central region, 11 banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer	International Banking Officer-Sr.
Branch Administration Officer-Sr.	Mortgage Loan Officer-Jr.
Branch Manager-Large (31+)	Officer Trainee-Master's Degree
Business Development Officer-Sr.	Officer Trainee-Bachelor's Degree
Business Development Officer	Security Officer-Sr.
Internal Auditing Officer	Training Director

GEOGRAPHIC REGION: 6

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	9	\$71,250	\$88,156	\$90,000	\$95,450
Bonus		INSUFFICIENT DATA			
Total Compensation	9	71,250	91,456	98,000	100,500
Age	9	51	56	56	60
Years with Present Bank	9	23	26	27	29
Years in Position	9	5	7	7	9
No. of Employees Supervised	9	199	265	259	329
Asset Size (Millions)	9	\$251.5	\$331.7	\$314.0	\$351.5

BANK INVESTMENT OFFICER-SR.

Base Salary	7	\$27,225	\$36,389	\$38,000	\$41,585
Bonus		INSUFFICIENT DATA			
Total Compensation	7	27,225	37,531	38,000	41,585
Age	7	40	48	47	49
Years with Present Bank	7	5	12	14	16
Years in Position	7	3	7	6	7
No. of Employees Supervised	7	1	7	4	11
Asset Size (Millions)	7	\$250.0	\$307.7	\$276.0	\$351.5

BRANCH MANAGER-MEDIUM(10-30)

Base Salary	5	\$17,750	\$27,040	\$29,400	\$29,850
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,500	27,340	29,400	29,850
Age	5	35	40	37	41
Years with Present Bank	5	11	13	13	13
Years in Position	5	1	3	3	4
No. of Employees Supervised	5	11	14	13	14
Asset Size (Millions)	5	\$250.0	\$310.6	\$253.0	\$284.5

BRANCH MANAGER-SMALL(-10)

Base Salary	5	\$16,000	\$19,730	\$19,350	\$21,475
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,000	19,730	19,350	21,475
Age	5	28	37	30	40
Years with Present Bank	5	3	13	6	16
Years in Position	5	1	3	1	3
No. of Employees Supervised	5	7	10	9	10
Asset Size (Millions)	5	\$263.0	\$348.2	\$309.0	\$365.5

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	9	\$17,250	\$24,167	\$20,000	\$25,150
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,250	24,500	20,000	26,650
Age	9	29	39	35	42
Years with Present Bank	9	2	11	6	13
Years in Position	9	1	3	2	3
No. of Employees Supervised	9	3	5	3	6
Asset Size (Millions)	9	\$251.5	\$322.8	\$309.0	\$348.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	10	\$39,225	\$42,479	\$42,600	\$45,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	39,225	43,279	42,600	45,000
Age	9	38	43	39	45
Years with Present Bank	10	2	8	8	10
Years in Position	10	2	3	2	4
No. of Employees Supervised	10	3	11	10	12
Asset Size (Millions)	10	\$264.5	\$339.1	\$315.0	\$383.5

COMMERCIAL LOAN OFFICER					
Base Salary	11	\$23,840	\$28,575	\$28,000	\$30,750
Bonus		INSUFFICIENT DATA			
Total Compensation	11	23,840	28,939	28,000	30,750
Age	11	31	39	36	46
Years with Present Bank	11	3	10	8	11
Years in Position	11	2	4	3	5
No. of Employees Supervised	11	0	7	0	1
Asset Size (Millions)	11	\$251.5	\$331.0	\$314.0	\$383.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	7	\$15,600	\$20,511	\$20,300	\$21,590
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,600	20,869	20,300	21,590
Age	7	27	31	29	34
Years with Present Bank	7	3	7	7	8
Years in Position	7	1	2	1	2
No. of Employees Supervised	7	0	1	1	1
Asset Size (Millions)	7	\$250.0	\$320.3	\$309.0	\$348.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	8	\$25,200	\$35,975	\$36,650	\$41,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	25,200	36,725	37,150	42,000
Age	8	35	49	51	51
Years with Present Bank	8	7	18	15	23
Years in Position	8	2	6	5	8
No. of Employees Supervised	8	1	2	2	4
Asset Size (Millions)	8	\$253.0	\$323.9	\$311.5	\$380.0

EDP OFFICER-SR.					
Base Salary	7	\$24,830	\$29,501	\$29,850	\$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	24,830	29,501	29,850	32,000
Age	7	31	38	40	41
Years with Present Bank	7	3	9	5	13
Years in Position	7	2	4	4	5
No. of Employees Supervised	7	19	54	68	77
Asset Size (Millions)	7	\$250.0	\$321.1	\$314.0	\$351.5

FINANCIAL OFFICER-SR.					
Base Salary	9	\$30,000	\$34,839	\$36,750	\$37,300
Bonus		INSUFFICIENT DATA			
Total Compensation	9	31,750	35,228	36,750	37,300
Age	9	34	38	36	38
Years with Present Bank	9	2	11	6	12
Years in Position	9	1	4	2	5
No. of Employees Supervised	9	5	8	7	9
Asset Size (Millions)	9	\$251.5	\$339.0	\$316.0	\$383.5

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	8	\$14,250	\$19,444	\$16,350	\$18,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	14,250	19,881	16,350	18,000
Age	8	34	40	38	43
Years with Present Bank	8	3	6	6	6
Years in Position	8	2	4	3	3
No. of Employees Supervised	8	1	3	2	3
Asset Size (Millions)	8	\$250.0	\$320.4	\$311.5	\$316.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	11	\$24,350	\$27,629	\$25,650	\$29,250
Bonus		INSUFFICIENT DATA			
Total Compensation	11	24,350	27,902	25,650	30,000
Age	11	32	40	38	44
Years with Present Bank	11	6	11	10	12
Years in Position	11	1	3	2	4
No. of Employees Supervised	11	10	14	13	17
Asset Size (Millions)	11	\$251.5	\$331.0	\$314.0	\$383.5

INSTALMENT LOAN OFFICER					
Base Salary	11	\$16,750	\$19,337	\$20,000	\$21,350
Bonus		INSUFFICIENT DATA			
Total Compensation	11	16,750	19,519	20,000	21,350
Age	11	29	42	39	51
Years with Present Bank	11	6	14	12	19
Years in Position	11	2	5	4	7
No. of Employees Supervised	11	0	0	0	1
Asset Size (Millions)	11	\$251.5	\$331.0	\$314.0	\$383.5

LOAN REVIEW OFFICER					
Base Salary	5	\$19,000	\$26,788	\$23,940	\$29,470
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,000	27,188	23,940	29,470
Age	5	29	33	34	35
Years with Present Bank	5	1	4	4	5
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	1	3	2	3
Asset Size (Millions)	5	\$281.0	\$348.4	\$316.0	\$348.0

MARKETING DIRECTOR					
Base Salary	7	\$22,720	\$32,820	\$32,000	\$39,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	22,720	33,534	32,000	39,000
Age	7	29	34	35	38
Years with Present Bank	7	1	3	1	4
Years in Position	7	1	2	1	2
No. of Employees Supervised	7	2	3	3	4
Asset Size (Millions)	7	\$250.0	\$336.4	\$316.0	\$401.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	8	\$27,000	\$36,163	\$36,000	\$41,400
Bonus		INSUFFICIENT DATA			
Total Compensation	8	27,000	36,163	36,000	41,400
Age	8	44	50	49	53
Years with Present Bank	8	4	15	15	18
Years in Position	8	4	7	6	7
No. of Employees Supervised	8	3	5	4	7
Asset Size (Millions)	8	\$250.0	\$349.8	\$348.0	\$387.0

MORTGAGE LOAN OFFICER					
Base Salary	7	\$18,100	\$22,003	\$20,500	\$22,850
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,100	22,003	20,500	22,850
Age	7	28	40	37	47
Years with Present Bank	7	2	9	7	10
Years in Position	7	1	4	3	5
No. of Employees Supervised	7	0	0	0	0
Asset Size (Millions)	7	\$292.5	\$352.3	\$316.0	\$383.5

NEW ACCOUNTS OFFICER					
Base Salary	6	\$12,040	\$15,895	\$14,900	\$16,844
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,040	15,895	14,900	16,844
Age	6	28	46	50	58
Years with Present Bank	6	6	19	12	26
Years in Position	6	1	5	6	8
No. of Employees Supervised	6	0	4	4	6
Asset Size (Millions)	6	\$279.5	\$360.2	\$348.0	\$401.0

OPERATIONS OFFICER-SR.					
Base Salary	11	\$24,900	\$36,264	\$39,000	\$41,600
Bonus		INSUFFICIENT DATA			
Total Compensation	11	24,900	36,991	39,000	41,600
Age	11	38	44	42	45
Years with Present Bank	11	9	18	17	24
Years in Position	11	3	5	4	7
No. of Employees Supervised	11	44	88	70	130
Asset Size (Millions)	11	\$251.5	\$331.0	\$314.0	\$383.5

GEOGRAPHIC REGION: 6

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER-SR.					
Base Salary	11	\$23,500	\$30,452	\$26,500	\$38,460
Bonus		INSUFFICIENT DATA			
Total Compensation	11	23,500	30,815	30,500	38,460
Age	11	36	41	41	45
Years with Present Bank	11	3	9	11	13
Years in Position	11	3	6	4	8
No. of Employees Supervised	11	2	7	5	9
Asset Size (Millions)	11	\$251.5	\$331.0	\$314.0	\$383.5

TRUST DEPARTMENT OFFICER-SR.

Base Salary	9	\$39,950	\$42,956	\$42,700	\$44,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	39,950	43,622	42,700	44,250
Age	9	43	48	46	50
Years with Present Bank	9	6	16	12	20
Years in Position	9	3	4	4	6
No. of Employees Supervised	9	12	21	18	22
Asset Size (Millions)	9	\$264.5	\$323.0	\$314.0	\$348.0

TRUST OPERATIONS MANAGER

Base Salary	9	\$19,000	\$21,887	\$21,300	\$22,040
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,000	22,276	21,300	22,040
Age	9	31	84	31	36
Years with Present Bank	9	4	6	6	8
Years in Position	9	2	3	3	4
No. of Employees Supervised	9	5	9	8	9
Asset Size (Millions)	9	\$264.5	\$323.0	\$314.0	\$348.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$500 TO \$999 MILLION

Of the 629 banks submitting data for the West-North Central region, five banks were in the \$500 to \$999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer	Instalment Loan Department Manager
Bank Investment Officer-Sr.	Instalment Loan Officer
Branch Administration Officer-Sr.	Internal Auditing Officer-Sr.
Branch Manager-Large (31+)	International Banking Officer-Sr.
Branch Manager-Medium (10-30)	Loan Review Officer
Branch Manager-Small (-10)	Marketing Director
Business Development Officer-Sr.	Mortgage Loan Officer-Jr.
Business Development Officer	New Accounts Officer
Commercial Credit Department Manager	Officer Trainee-Master's Degree
Commercial Loan Department Manager	Officer Trainee-Bachelor's Degree
Commercial Loan Officer	Operations Officer-Sr.
Commercial Loan Officer-Jr.	Personnel Officer-Sr.
Correspondent Bank Officer-Sr.	Security Officer-Sr.
Instalment Loan Collection Manager	Training Director
	Trust Operations Manager

GEOGRAPHIC REGION: 6

ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	5	\$71,250	\$107,400	\$96,000	\$122,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	72,130	123,952	96,000	141,000
Age	5	46	53	52	54
Years with Present Bank	5	13	26	29	30
Years in Position	5	3	11	9	11
No. of Employees Supervised	5	37	399	525	603
Asset Size (Millions)	5	\$556.5	\$735.8	\$708.0	\$806.0

EDP OFFICER-SR.					
Base Salary	5	\$33,000	\$41,700	\$42,000	\$42,900
Bonus		INSUFFICIENT DATA			
Total Compensation	5	33,000	45,160	43,800	46,400
Age	5	30	37	37	40
Years with Present Bank	5	6	9	8	9
Years in Position	5	2	5	6	7
No. of Employees Supervised	5	23	82	50	85
Asset Size (Millions)	5	\$556.5	\$735.8	\$708.0	\$806.0

FINANCIAL OFFICER-SR.					
Base Salary	5	\$30,250	\$36,594	\$33,500	\$38,234
Bonus		INSUFFICIENT DATA			
Total Compensation	5	32,100	40,234	36,000	41,000
Age	5	29	31	31	32
Years with Present Bank	5	5	7	7	8
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	3	47	15	15
Asset Size (Millions)	5	\$556.5	\$735.8	\$708.0	\$806.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	\$29,600	\$38,541	\$40,296	\$41,752
Bonus		INSUFFICIENT DATA			
Total Compensation	5	29,600	42,001	41,296	46,402
Age	5	32	44	47	49
Years with Present Bank	5	6	8	8	9
Years in Position	5	3	6	4	5
No. of Employees Supervised	5	4	9	8	9
Asset Size (Millions)	5	\$556.5	\$735.8	\$708.0	\$806.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	5	\$21,650	\$29,182	\$26,000	\$30,805
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,900	30,082	26,000	30,805
Age	5	36	47	49	52
Years with Present Bank	5	7	20	16	24
Years in Position	5	3	7	9	10
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$556.5	\$735.8	\$708.0	\$806.0

TRUST DEPARTMENT OFFICER-SR.

Base Salary	5	\$35,000	\$51,461	\$50,000	\$50,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	35,500	58,661	50,000	55,000
Age	5	35	51	54	59
Years with Present Bank	5	0	24	29	36
Years in Position	5	0	13	10	13
No. of Employees Supervised	5	10	33	22	31
Asset Size (Millions)	5	\$556.5	\$735.8	\$708.0	\$806.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: \$1 BILLION AND OVER

Of the 629 banks submitting data for the West-North Central region, eight banks were in the \$1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Branch Manager-Small (-10)
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department
Manager
Commercial Loan Department
Manager

Instalment Loan Department
Manager
Instalment Loan Officer
Loan Review Officer
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Trust Operations Manager

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	8	\$112,918	\$169,740	\$167,500	\$200,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	125,000	184,100	176,500	200,000
Age	7	48	54	54	59
Years with Present Bank	8	10	20	23	25
Years in Position	8	1	4	4	5
No. of Employees Supervised	8	720	1,329	1,225	1,900
Asset Size (Millions)	8	\$1,090.0	\$2,435.8	\$2,305.0	\$3,377.0

ADVERTISING OFFICER					
Base Salary	6	\$26,350	\$34,417	\$36,050	\$38,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	26,350	34,417	36,050	38,750
Age	6	35	41	39	41
Years with Present Bank	6	2	6	4	9
Years in Position	6	2	3	3	5
No. of Employees Supervised	6	1	4	4	5
Asset Size (Millions)	6	\$1,137.0	\$2,838.5	\$3,288.5	\$3,438.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	5	\$49,500	\$78,343	\$80,213	\$92,607
Bonus		INSUFFICIENT DATA			
Total Compensation	5	49,500	83,378	80,213	92,607
Age	5	47	50	50	51
Years with Present Bank	5	3	14	6	16
Years in Position	5	2	4	3	5
No. of Employees Supervised	5	20	60	73	76
Asset Size (Millions)	5	\$1,067.5	\$2,678.4	\$3,200.0	\$3,288.5

COMMERCIAL LOAN OFFICER					
Base Salary	6	\$26,500	\$32,600	\$35,300	\$35,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	26,500	32,600	35,300	35,800
Age	6	29	41	37	47
Years with Present Bank	6	1	9	5	8
Years in Position	6	1	5	2	4
No. of Employees Supervised	6	0	2	0	1
Asset Size (Millions)	6	\$1,067.5	\$2,449.8	\$2,192.0	\$3,350.0

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	\$21,450	\$24,720	\$25,000	\$25,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,450	24,720	25,000	25,600
Age	5	27	28	27	28
Years with Present Bank	5	3	4	3	4
Years in Position	5	1	1	1	2
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$1,137.0	\$2,730.8	\$3,200.0	\$3,350.0

CORRESPONDENT BANK OFFICER-SR.					
Base Salary	5	\$34,400	\$42,680	\$36,100	\$43,050
Bonus		INSUFFICIENT DATA			
Total Compensation	5	34,400	42,680	36,100	43,050
Age	5	38	46	45	47
Years with Present Bank	5	10	22	16	23
Years in Position	5	2	4	5	6
No. of Employees Supervised	5	0	10	5	11
Asset Size (Millions)	5	\$1,137.0	\$2,730.8	\$3,200.0	\$3,350.0

EDP OFFICER-SR.					
Base Salary	7	\$31,100	\$43,681	\$41,000	\$50,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	31,100	43,681	41,000	50,000
Age	7	33	40	40	45
Years with Present Bank	7	1	8	8	9
Years in Position	7	1	3	2	4
No. of Employees Supervised	7	36	84	60	89
Asset Size (Millions)	7	\$1,067.5	\$2,582.3	\$3,200.0	\$3,438.5

FINANCIAL OFFICER-SR.					
Base Salary	7	\$38,500	\$55,775	\$49,000	\$71,214
Bonus		INSUFFICIENT DATA			
Total Compensation	7	38,500	57,818	49,000	71,214
Age	7	33	42	40	50
Years with Present Bank	7	2	8	8	13
Years in Position	7	1	5	3	8
No. of Employees Supervised	6	18	81	32	50
Asset Size (Millions)	7	\$1,067.5	\$2,283.7	\$1,410.0	\$3,288.5

GEOGRAPHIC REGION: 6
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	6	\$19,800	\$23,570	\$23,950	\$25,510
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,800	23,570	23,950	25,510
Age	6	32	40	34	43
Years with Present Bank	6	4	10	8	14
Years in Position	6	2	5	4	5
No. of Employees Supervised	6	5	14	16	17
Asset Size (Millions)	6	\$1,067.5	\$2,429.3	\$2,192.0	\$3,288.5

INTERNAL AUDITING OFFICER-SR.

Base Salary	8	\$30,000	\$36,900	\$35,000	\$42,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	30,000	36,900	35,000	42,500
Age	8	32	38	36	41
Years with Present Bank	8	3	9	7	12
Years in Position	8	1	4	5	5
No. of Employees Supervised	7	7	15	13	18
Asset Size (Millions)	8	\$1,090.0	\$2,435.8	\$2,305.0	\$3,377.0

INTERNATIONAL BANKING OFFICER-SR.

Base Salary	5	\$35,250	\$59,500	\$64,000	\$71,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	35,250	59,500	64,000	71,000
Age	5	39	43	42	43
Years with Present Bank	5	4	10	12	13
Years in Position	5	2	6	6	7
No. of Employees Supervised	5	9	50	27	62
Asset Size (Millions)	5	\$1,137.0	\$2,766.2	\$3,377.0	\$3,438.5

MARKETING DIRECTOR

Base Salary	5	\$34,210	\$49,884	\$50,000	\$53,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	34,210	49,884	50,000	53,000
Age	5	37	43	40	43
Years with Present Bank	5	3	7	4	8
Years in Position	5	3	4	4	4
No. of Employees Supervised	5	3	15	18	20
Asset Size (Millions)	5	\$1,114.5	\$2,757.2	\$3,377.0	\$3,438.5

GEOGRAPHIC REGION: 6
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	6	\$34,891	\$41,997	\$41,600	\$46,100
Bonus		INSUFFICIENT DATA			
Total Compensation	6	34,891	41,997	41,600	46,100
Age	6	34	43	41	46
Years with Present Bank	6	5	12	10	14
Years in Position	6	2	7	6	10
No. of Employees Supervised	6	4	15	14	16
Asset Size (Millions)	6	\$1,067.5	\$2,449.8	\$2,192.0	\$3,350.0

MORTGAGE LOAN OFFICER					
Base Salary	5	\$21,244	\$27,158	\$23,300	\$26,650
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,244	27,158	23,300	26,650
Age	5	29	41	36	44
Years with Present Bank	5	3	11	5	11
Years in Position	5	2	5	3	3
No. of Employees Supervised	5	0	2	0	2
Asset Size (Millions)	5	\$1,067.5	\$2,703.0	\$3,200.0	\$3,350.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	5	\$17,150	\$19,120	\$18,400	\$19,300
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,150	19,120	18,400	19,300
Age	5	24	32	26	28
Years with Present Bank	5	2	11	4	6
Years in Position	5	2	2	2	3
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	\$1,137.0	\$2,730.8	\$3,200.0	\$3,350.0

OPERATIONS OFFICER-SR.					
Base Salary	8	\$38,100	\$51,894	\$55,200	\$57,550
Bonus		INSUFFICIENT DATA			
Total Compensation	8	38,100	51,894	55,200	57,550
Age	8	38	45	46	50
Years with Present Bank	8	1	16	16	25
Years in Position	8	1	5	3	8
No. of Employees Supervised	7	100	318	356	370
Asset Size (Millions)	8	\$1,090.0	\$2,435.8	\$2,305.0	\$3,377.0

GEOGRAPHIC REGION: 6
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER-SR.					
Base Salary	8	\$32,100	\$49,283	\$46,500	\$57,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	32,100	50,575	46,500	57,000
Age	8	35	47	47	50
Years with Present Bank	8	4	15	16	20
Years in Position	8	4	8	6	9
No. of Employees Supervised	7	9	27	14	41
Asset Size (Millions)	8	\$1,090.0	\$2,435.8	\$2,305.0	\$3,377.0

SECURITY OFFICER-SR.					
Base Salary	7	\$22,350	\$28,007	\$28,500	\$29,125
Bonus		INSUFFICIENT DATA			
Total Compensation	7	22,350	28,007	28,500	29,125
Age	7	30	46	47	58
Years with Present Bank	7	3	14	12	21
Years in Position	7	2	5	6	8
No. of Employees Supervised	7	12	24	24	31
Asset Size (Millions)	7	\$1,067.5	\$2,582.3	\$3,200.0	\$3,438.5

TRAINING DIRECTOR					
Base Salary	6	\$20,961	\$27,354	\$28,350	\$30,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	20,961	27,354	28,350	30,750
Age	6	30	38	35	39
Years with Present Bank	6	4	10	8	12
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	1	3	3	4
Asset Size (Millions)	6	\$1,067.5	\$2,815.3	\$3,288.5	\$3,438.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	\$71,750	\$87,300	\$93,000	\$96,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	71,750	91,623	100,000	100,000
Age	5	49	53	52	53
Years with Present Bank	5	13	21	21	22
Years in Position	5	3	6	5	6
No. of Employees Supervised	5	158	268	296	324
Asset Size (Millions)	5	\$1,137.0	\$2,766.2	\$3,377.0	\$3,438.5

1981 Bank Officer Cash Compensation Survey

Volume 3

REGIONS VII, VIII, IX

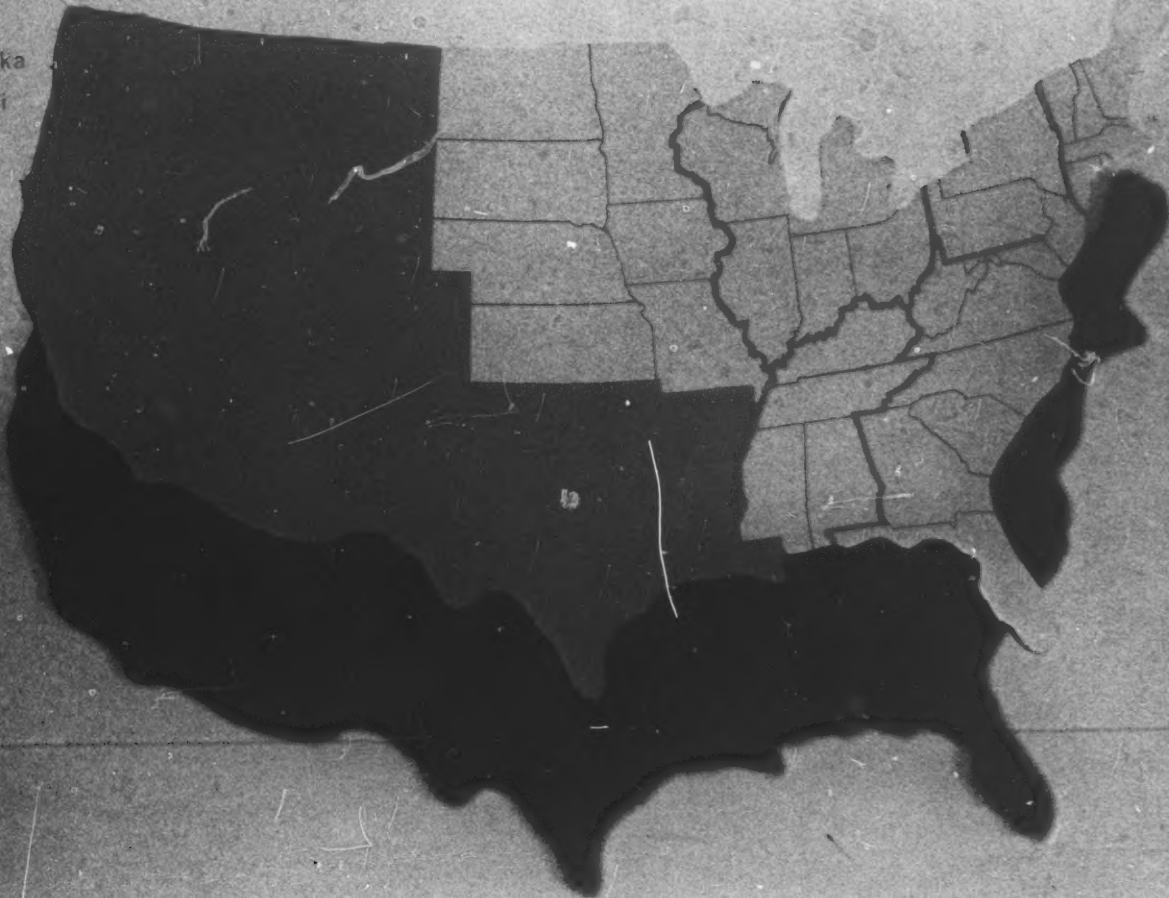
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Alaska

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BANK
ADMINISTRATION
INSTITUTE

1981 Bank Officer Cash Compensation Survey

Volume 3

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

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Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Rolling Meadows, Illinois.

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Introductory Note

Data for the individual regions begins on the pages with a shaded edge.

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Conducting the Survey

This is the ninth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in February, 1981. A total of 3,421 banks provided usable returns. These banks ranged in asset size from under \$10 million to over \$1 billion.

The format of this year's survey is consistent with the expanded detail and scope of the 1979 survey. In addition to reporting current salary data, banks were asked to provide information on annual bonuses to ensure that officers' total direct compensation is fully summarized.

This year's survey includes:

- The list of survey positions, as follows:
Eighteen positions were surveyed for banks under \$50 million in assets.
Thirty-five positions were surveyed for banks \$50 million and over in assets.
- The compilation of the survey results by:
25th quartile—the point on a scale below which 25 percent of the cases fall.
Mean—approximates what is commonly meant by average. It is the sum of the values divided by the sample size.
Median—the middle value when the data are arranged in order of magnitude. It is the point on a scale below which 50 percent of the cases fall.
75th quartile—the point on a scale below which 75 percent of the cases fall.
- Data on the following pay-related information:
Age
Years with present bank
Years in position
Number of employees supervised

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following section of this report includes a comparison between the 1979 and 1981 national base salary medians. The last section is the survey results for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

BANK OFFICER CASH COMPENSATION

Participating Banks	Number of Officers Surveyed	Regions	States
125	1,515	I. New England	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
215	2,994	II. Mid-Atlantic	New Jersey New York Pennsylvania
451	5,035	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina South Carolina Virginia Washington, D.C. West Virginia
856	8,374	IV. East-North Central	Illinois Indiana Michigan Ohio Wisconsin
225	2,251	V. East-South Central	Alabama Kentucky Mississippi Tennessee
629	4,729	VI. West-North Central	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
502	4,792	VII. West-South Central	Arkansas Louisiana Oklahoma Texas
251	2,340	VIII. Mountain	Arizona Colorado Idaho Montana New Mexico Nevada Utah Wyoming
167	1,933	IX. Pacific	Alaska California Hawaii Oregon Washington
3,421	33,963		

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

CONDUCTING THE SURVEY

Total Assets	Total	Geographic Region								
		I	II	III	IV	V	VI	VII	VIII	IX
1. Less than \$10 million	266	2	2	26	47	10	86	35	33	25
2. \$10 to \$19 million	592	15	8	59	143	43	159	77	57	31
3. \$20 to \$29 million	477	17	18	53	130	46	95	66	35	17
4. \$30 to \$39 million	385	14	16	59	99	28	70	67	26	6
5. \$40 to \$49 million	386	14	22	60	93	20	63	68	25	21
6. \$50 to \$99 million	540	22	42	73	157	33	82	76	35	20
7. \$100 to \$249 million	483	23	50	75	129	29	50	76	25	26
8. \$250 to \$499 million	145	11	27	15	38	5	11	21	6	11
9. \$500 to \$999 million	71	2	16	13	11	5	5	10	3	6
10. \$1 billion and over	76	5	14	18	9	6	8	6	6	4

Officer Positions Surveyed

The 18 positions surveyed in banks under \$50 million in asset size and the 35 positions surveyed in banks \$50 million and over in asset size are listed below. Positions new to this year's survey are indicated by an asterisk (*).

Banks Under \$50 Million in Asset Size

Chief Executive Officer	Instalment Loan Collector
Second Ranking Officer	Instalment Loan Officer—Sr.
*Agricultural Loan Officer	Instalment Loan Officer—Jr.
*Branch Manager	Internal Auditing Officer
Business Development Officer	Mortgage Loan Officer
Commercial Loan Officer—Sr.	Officer Trainee
Commercial Loan Officer—Jr.	Operations Officer—Sr.
Controller	*Operations Officer—Jr.
General Loan Officer	Personnel Officer

Banks \$50 Million and Over in Asset Size

Chief Executive Officer	Instalment Loan Department Manager
Advertising Officer	Instalment Loan Officer
Bank Investment Officer—Sr.	Internal Auditing Officer—Sr.
Branch Administration Officer—Sr.	International Banking Officer—Sr.
Branch Manager—Large (31+)	Loan Review Officer
Branch Manager—Medium (10-30)	Marketing Director
Branch Manager—Small (-10)	Mortgage Loan Department Manager
Business Development Officer—Sr.	Mortgage Loan Officer
Business Development Officer	Mortgage Loan Officer—Jr.
Commercial Credit Department Manager	New Accounts Officer
Commercial Loan Department Manager	Officer Trainee—Master's Degree
	Officer Trainee—Bachelor's Degree

*New position.

BANK OFFICER CASH COMPENSATION

Commercial Loan Officer
Commercial Loan Officer—Jr.
Correspondent Bank Officer—Sr.
EDP Officer—Sr.
Financial Officer—Sr.
Instalment Loan Collection Manager

Operations Officer—Sr.
Personnel Officer—Sr.
Security Officer—Sr.
Training Director
Trust Department Officer—Sr.
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region.

The top portion of each table shows 25th quartile, mean, median, and 75th quartile base salary, bonus, and total compensation information.

Commercial Loan Officer Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary ¹	34	\$13,200	\$18,390	\$18,761	\$25,683
Bonus ²	13	790	921	972	1,000
Total Compensation ³	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
No. of Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	\$43.7	\$45.8	\$46.2	\$48.5

¹Base Salary information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

²Bonus information summarizes the range of bonus awards in bonus-paying banks only.

³Total compensation information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, years with present bank, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has more years of service and time in position, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

BANK OFFICER CASH COMPENSATION

Hypothetical Example

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	\$24,500
Bonus	—
Total Compensation	\$24,500
Age	45
Years with Present Bank	12
Years in Position	10
No. of Employees Supervised	5
Asset Size (Millions)	\$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of \$24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of \$19,500, and below the survey 75th quartile of \$26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th quartile of 59.
2. *Years with present bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th quartile of 33.
3. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th quartile of 28.
4. *Number of employees supervised.* At 5, your officer is above the survey 75th quartile of 3.
5. *Asset size (millions).* At \$47.0 million, your bank is between the survey median of \$46.2 million and the survey 75th quartile of \$48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably not overpaid. This officer is (1) above the survey 75th quartile in total number of employees supervised, and (2) between the survey median and survey 75th quartile in age, years with the bank, years in position, and bank asset size. Thus, this officer's total compensation of \$24,500 appears to be justified.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	\$16,000
Bonus	1,600
Total Compensation	\$17,600
Age	31
Years with Present Bank	4
Years in Position	4
No. of Employees Supervised	3
Asset Size (Millions)	\$47.0

This commercial loan officer's base salary of \$16,000 falls between the survey 25th quartile of \$13,200 and the survey mean of \$18,390. His or her total compensation of \$17,600 falls between the survey 25th quartile base salary plus survey 25th quartile bonus of \$13,990 and the survey mean base salary plus mean bonus of \$19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31 years, your officer is at the survey median of 31.
2. *Years with present bank.* At 4 years, your officer is between the survey 25th quartile of 2 and the survey median of 6.
3. *Years in position.* At 4 years, your officer is at the survey median of 4.
4. *Number of employees supervised.* At 3, your officer is at the survey 75th quartile of 3.
5. *Asset size (millions).* At \$47.0 million, your bank is between the survey median of \$46.2 million and the survey 75th quartile of \$48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th quartile in total employees supervised, (2) between the survey median and survey 75th quartile in bank asset size, (3) at the survey median in years in position and age, and (4) between the survey 25th quartile and survey median only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of \$19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

Comparison Between 1979 and 1981 National Base Salary Medians

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



CASH COMPENSATION DATA

National Base Salary Medians
Less Than \$10 Million

	1979	1981	Percent
1. Chief Executive Officer	\$25,000	\$29,700	+18.8
2. Second Ranking Officer	17,500	21,500	+22.9
3. Agricultural Loan Officer	*	14,400	—
4. Branch Manager	*	29,000	—
5. Business Development Officer	11,760	†	—
6. Commercial Loan Officer—Sr.	22,800	30,500	+33.8
7. Commercial Loan Officer—Jr.	11,000	†	—
8. Controller	12,000	19,850	+65.4
9. General Loan Officer	14,100	16,800	+19.1
10. Instalment Loan Collector	9,564	†	—
11. Instalment Loan Officer—Sr.	15,000	20,000	+33.3
12. Instalment Loan Officer—Jr.	11,850	†	—
13. Internal Auditing Officer	10,000	†	—
14. Mortgage Loan Officer	†	†	—
15. Officer Trainee	10,200	11,250	+10.3
16. Operations Officer—Sr.	12,600	15,000	+19.0
17. Operations Officer—Jr.	*	12,000	—
18. Personnel Officer	9,600	†	—

National Base Salary Medians
\$10 to \$19 Million

	1979	1981	Percent
1. Chief Executive Officer	\$30,000	\$36,000	+20.0
2. Second Ranking Officer	21,000	25,000	+19.0
3. Agricultural Loan Officer	*	19,000	—
4. Branch Manager	*	17,590	—
5. Business Development Officer	15,400	18,196	+18.2
6. Commercial Loan Officer—Sr.	20,750	24,000	+15.7
7. Commercial Loan Officer—Jr.	12,000	18,600	+55.0
8. Controller	13,500	18,963	+40.5
9. General Loan Officer	15,980	18,000	+12.6
10. Instalment Loan Collector	10,350	12,280	+18.6
11. Instalment Loan Officer—Sr.	15,500	17,718	+14.3
12. Instalment Loan Officer—Jr.	11,962	14,400	+20.4
13. Internal Auditing Officer	12,000	13,000	+ 8.3
14. Mortgage Loan Officer	15,000	16,400	+ 9.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	15,500	17,000	+ 9.7
17. Operations Officer—Jr.	*	13,000	—
18. Personnel Officer	12,100	13,000	+ 7.4

*New position in 1981.

†Less than five banks submitted data for this position.

BANK OFFICER CASH COMPENSATION

National Base Salary Medians
\$20 to \$29 Million

	1979	1981	Percent
1. Chief Executive Officer	\$35,000	\$40,000	+14.3
2. Second Ranking Officer	25,000	27,600	+10.4
3. Agricultural Loan Officer	*	22,000	—
4. Branch Manager	*	16,950	—
5. Business Development Officer	16,700	18,788	+12.5
6. Commercial Loan Officer—Sr.	21,550	25,000	+16.0
7. Commercial Loan Officer—Jr.	13,840	19,650	+42.0
8. Controller	15,000	19,800	+32.0
9. General Loan Officer	18,000	19,300	+7.2
10. Instalment Loan Collector	11,075	12,300	+11.1
11. Instalment Loan Officer—Sr.	16,500	19,000	+15.2
12. Instalment Loan Officer—Jr.	12,250	15,000	+22.4
13. Internal Auditing Officer	12,550	13,999	+11.5
14. Mortgage Loan Officer	18,000	17,850	-0.8
15. Officer Trainee	10,350	12,000	+15.9
16. Operations Officer—Sr.	18,000	19,412	+7.8
17. Operations Officer—Jr.	*	13,500	—
18. Personnel Officer	13,900	15,210	+9.4

National Base Salary Medians
\$30 to \$39 Million

	1979	1981	Percent
1. Chief Executive Officer	\$38,000	\$43,680	+14.9
2. Second Ranking Officer	27,500	30,600	+11.3
3. Agricultural Loan Officer	*	23,000	—
4. Branch Manager	*	17,000	—
5. Business Development Officer	17,175	19,691	+14.6
6. Commercial Loan Officer—Sr.	23,500	26,000	+10.6
7. Commercial Loan Officer—Jr.	14,835	19,000	+28.1
8. Controller	16,000	21,400	+33.8
9. General Loan Officer	19,200	20,338	+5.9
10. Instalment Loan Collector	11,340	13,350	+17.7
11. Instalment Loan Officer—Sr.	18,000	21,000	+16.7
12. Instalment Loan Officer—Jr.	12,600	15,000	+19.0
13. Internal Auditing Officer	14,000	15,200	+8.6
14. Mortgage Loan Officer	17,160	19,100	+11.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	20,100	21,550	+7.2
17. Operations Officer—Jr.	*	14,500	—
18. Personnel Officer	15,100	16,550	+9.6

*New position in 1981.

CASH COMPENSATION DATA

National Base Salary Medians
\$40 to \$49 Million

	1979	1981	Percent
1. Chief Executive Officer	\$42,600	\$48,550	+14.0
2. Second Ranking Officer	30,000	34,800	+16.0
3. Agricultural Loan Officer	*	24,550	—
4. Branch Manager	*	18,110	—
5. Business Development Officer	18,000	21,670	+20.4
6. Commercial Loan Officer—Sr.	24,000	28,100	+17.1
7. Commercial Loan Officer—Jr.	15,500	20,000	+29.0
8. Controller	18,900	22,500	+19.0
9. General Loan Officer	18,650	21,000	+12.6
10. Instalment Loan Collector	11,470	12,950	+12.9
11. Instalment Loan Officer—Sr.	18,700	20,964	+12.1
12. Instalment Loan Officer—Jr.	13,680	15,750	+15.1
13. Internal Auditing Officer	14,400	16,000	+11.1
14. Mortgage Loan Officer	19,260	21,488	+11.6
15. Officer Trainee	10,800	12,500	+15.7
16. Operations Officer—Sr.	21,120	23,000	+ 8.9
17. Operations Officer—Jr.	*	15,600	—
18. Personnel Officer	15,125	17,250	+14.0

National Base Salary Medians
\$50 to \$99 Million

	1979	1981	Percent
1. Chief Executive Officer	\$49,000	\$56,500	+15.3
2. Advertising Officer	17,850	20,800	+16.5
3. Bank Investment Officer—Sr.	24,720	34,600	+40.0
4. Branch Administration Officer—Sr.	21,000	31,000	+47.6
5. Branch Manager—Large (31+)	21,373	25,250	+18.1
6. Branch Manager—Medium (10-30)	17,520	22,230	+26.9
7. Branch Manager—Small (-10)	14,560	17,630	+21.1
8. Business Development Officer—Sr.	23,500	28,000	+19.1
9. Business Development Officer	16,022	20,450	+27.6
10. Commercial Credit Department Manager	14,280	19,750	+38.3
11. Commercial Loan Department Manager	26,415	33,000	+24.9
12. Commercial Loan Officer	21,450	26,300	+22.6
13. Commercial Loan Officer—Jr.	15,900	19,000	+19.5
14. Correspondent Bank Officer—Sr.	†	26,750	—
15. EDP Officer—Sr.	19,900	24,000	+20.6
16. Financial Officer—Sr.	26,000	27,750	+ 6.7
17. Instalment Loan Collection Manager	12,385	15,500	+25.2
18. Instalment Loan Department Manager	20,400	24,000	+17.6
19. Instalment Loan Officer	15,500	18,000	+16.1

*New position in 1981

†Less than five banks submitted data for this position.

BANK OFFICER CASH COMPENSATION

**\$50 to \$99 Million
(Continued)**

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$16,100	\$18,225	+13.2
21. International Banking Officer—Sr.	†	22,650	—
22. Loan Review Officer	21,115	21,857	+ 3.5
23. Marketing Director	18,280	20,654	+13.0
24. Mortgage Loan Department Manager	21,600	26,000	+20.4
25. Mortgage Loan Officer	19,000	21,000	+10.5
26. Mortgage Loan Officer—Jr.	14,980	15,550	+ 3.8
27. New Accounts Officer	12,000	14,675	+22.3
28. Officer Trainee—Master's Degree	11,500	13,000	+13.0
29. Officer Trainee—Bachelor's Degree	10,710	12,500	+16.7
30. Operations Officer—Sr.	22,000	26,650	+21.1
31. Personnel Officer—Sr.	16,200	18,700	+15.4
32. Security Officer—Sr.	16,500	18,500	+12.1
33. Training Director	13,912	15,000	+ 7.8
34. Trust Department Officer—Sr.	25,850	30,000	+16.1
35. Trust Operations Manager	14,750	16,250	+10.2

**National Base Salary Medians
\$100 to \$249 Million**

	1979	1981	Percent
1. Chief Executive Officer	\$62,750	\$72,765	+16.0
2. Advertising Officer	17,700	21,632	+22.2
3. Bank Investment Officer—Sr.	27,792	35,473	+27.6
4. Branch Administration Officer—Sr.	25,000	36,000	+44.0
5. Branch Manager—Large (31+)	23,000	31,350	+36.3
6. Branch Manager—Medium (10-30)	19,500	22,609	+15.9
7. Branch Manager—Small (-10)	16,000	18,650	+16.6
8. Business Development Officer—Sr.	24,000	30,750	+28.1
9. Business Development Officer	18,600	21,263	+14.3
10. Commercial Credit Department Manager	16,125	20,175	+25.1
11. Commercial Loan Department Manager	30,000	36,980	+23.3
12. Commercial Loan Officer	23,200	28,000	+20.7
13. Commercial Loan Officer—Jr.	16,400	20,000	+22.0
14. Correspondent Bank Officer—Sr.	25,700	28,500	+10.9
15. EDP Officer—Sr.	24,000	29,000	+20.8
16. Financial Officer—Sr.	30,000	30,478	+ 1.6
17. Instalment Loan Collection Manager	13,727	16,272	+18.5
18. Instalment Loan Department Manager	24,300	27,113	+11.6
19. Instalment Loan Officer	16,728	18,360	+ 9.8

†Less than five banks submitted data for this position.

CASH COMPENSATION DATA

**\$100 to \$249 Million
(Continued)**

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$19,010	\$21,800	+14.7
21. International Banking Officer—Sr.	20,000	27,500	+37.5
22. Loan Review Officer	21,050	23,500	+11.6
23. Marketing Director	23,400	25,400	+ 8.5
24. Mortgage Loan Department Manager	25,000	29,500	+18.0
25. Mortgage Loan Officer	18,660	23,300	+24.9
26. Mortgage Loan Officer—Jr.	13,500	16,750	+24.1
27. New Accounts Officer	13,000	15,600	+20.0
28. Officer Trainee—Master's Degree	11,250	14,000	+24.4
29. Officer Trainee—Bachelor's Degree	10,450	12,131	+16.1
30. Operations Officer—Sr.	26,400	31,900	+20.8
31. Personnel Officer—Sr.	19,000	22,475	+18.3
32. Security Officer—Sr.	17,800	21,174	+19.0
33. Training Director	13,300	14,875	+11.8
34. Trust Department Officer—Sr.	32,000	36,000	+12.5
35. Trust Operations Manager	17,140	20,000	+16.7

**National Base Salary Medians
\$250 to \$499 Million**

	1979	1981	Percent
1. Chief Executive Officer	\$80,000	\$91,500	+14.4
2. Advertising Officer	20,000	22,000	+10.0
3. Bank Investment Officer—Sr.	31,450	37,500	+19.2
4. Branch Administration Officer—Sr.	30,800	38,450	+24.8
5. Branch Manager—Large (31+)	24,650	28,245	+14.6
6. Branch Manager—Medium (10-30)	20,350	24,063	+18.2
7. Branch Manager—Small (-10)	16,025	19,375	+20.9
8. Business Development Officer—Sr.	27,900	32,500	+16.5
9. Business Development Officer	20,450	24,500	+19.8
10. Commercial Credit Department Manager	20,000	21,700	+ 8.5
11. Commercial Loan Department Manager	36,000	41,600	+15.6
12. Commercial Loan Officer	25,000	30,100	+20.4
13. Commercial Loan Officer—Jr.	16,600	21,000	+26.5
14. Correspondent Bank Officer—Sr.	28,124	36,000	+28.0
15. EDP Officer—Sr.	30,000	32,000	+ 6.7
16. Financial Officer—Sr.	37,492	36,448	- 2.8
17. Instalment Loan Collection Manager	15,100	17,660	+17.0
18. Instalment Loan Department Manager	27,550	31,000	+12.5
19. Instalment Loan Officer	16,875	19,842	+17.6

BANK OFFICER CASH COMPENSATION

\$250 to \$499 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$24,000	\$27,500	+14.6
21. International Banking Officer—Sr.	28,800	32,000	+11.1
22. Loan Review Officer	23,000	25,250	+ 9.8
23. Marketing Director	26,375	30,160	+14.4
24. Mortgage Loan Department Manager	28,260	32,500	+15.0
25. Mortgage Loan Officer	20,646	24,000	+16.2
26. Mortgage Loan Officer—Jr.	14,500	18,700	+29.0
27. New Accounts Officer	13,500	15,544	+15.1
28. Officer Trainee—Master's Degree	11,100	15,120	+36.2
29. Officer Trainee—Bachelor's Degree	10,800	12,500	+15.7
30. Operations Officer—Sr.	31,950	36,750	+15.0
31. Personnel Officer—Sr.	24,804	29,000	+16.9
32. Security Officer—Sr.	20,300	21,100	+ 3.9
33. Training Director	17,212	18,104	+ 5.2
34. Trust Department Officer—Sr.	38,000	42,500	+11.8
35. Trust Operations Manager	19,080	22,300	+16.9

National Base Salary Medians
\$500 to \$999 Million

	1979	1981	Percent
1. Chief Executive Officer	\$99,250	\$120,000	+20.9
2. Advertising Officer	21,300	21,300	0.0
3. Bank Investment Officer—Sr.	38,417	43,500	+13.2
4. Branch Administration Officer—Sr.	34,750	43,500	+25.2
5. Branch Manager—Large (31+)	25,875	31,750	+22.7
6. Branch Manager—Medium (10-30)	20,374	24,470	+20.1
7. Branch Manager—Small (-10)	16,606	19,550	+17.7
8. Business Development Officer—Sr.	27,350	36,000	+31.6
9. Business Development Officer	20,845	25,309	+21.4
10. Commercial Credit Department Manager	20,000	26,000	+30.0
11. Commercial Loan Department Manager	38,500	45,000	+16.9
12. Commercial Loan Officer	26,500	31,850	+20.2
13. Commercial Loan Officer—Jr.	18,300	20,700	+13.1
14. Correspondent Bank Officer—Sr.	35,000	34,850	- 0.4
15. EDP Officer—Sr.	34,000	40,000	+17.6
16. Financial Officer—Sr.	38,400	42,500	+10.7
17. Instalment Loan Collection Manager	17,000	20,400	+20.0
18. Instalment Loan Department Manager	29,600	35,300	+19.3
19. Instalment Loan Officer	18,000	20,000	+11.1

CASH COMPENSATION DATA

**\$500 to \$999 Million
(Continued)**

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$27,500	\$34,000	+23.6
21. International Banking Officer—Sr.	30,579	32,000	+ 4.6
22. Loan Review Officer	24,750	27,300	+10.3
23. Marketing Director	33,150	33,500	+ 1.1
24. Mortgage Loan Department Manager	32,500	39,000	+20.0
25. Mortgage Loan Officer	21,600	26,000	+20.4
26. Mortgage Loan Officer—Jr.	16,213	17,940	+10.7
27. New Accounts Officer	14,000	16,000	+14.3
28. Officer Trainee—Master's Degree	12,708	16,100	+26.7
29. Officer Trainee—Bachelor's Degree	10,500	12,325	+17.4
30. Operations Officer—Sr.	37,000	42,500	+14.9
31. Personnel Officer—Sr.	29,750	33,000	+10.9
32. Security Officer—Sr.	21,900	26,500	+21.0
33. Training Director	16,500	18,750	+13.6
34. Trust Department Officer—Sr.	43,500	50,000	+14.9
35. Trust Operations Manager	21,896	25,500	+16.5

**National Base Salary Medians
\$1 Billion and Over**

	1979	1981	Percent
1. Chief Executive Officer	\$130,000	\$165,875	+27.6
2. Advertising Officer	25,000	32,200	+28.8
3. Bank Investment Officer—Sr.	50,000	60,000	+20.0
4. Branch Administration Officer—Sr.	41,175	50,000	+21.4
5. Branch Manager—Large (31+)	30,500	31,631	+ 3.7
6. Branch Manager—Medium (10-30)	21,750	26,000	+19.5
7. Branch Manager—Small (-10)	18,000	19,267	+ 7.0
8. Business Development Officer—Sr.	32,682	32,300	- 1.2
9. Business Development Officer	21,610	24,000	+11.1
10. Commercial Credit Department Manager	27,000	32,750	+21.3
11. Commercial Loan Department Manager	42,000	53,000	+26.2
12. Commercial Loan Officer	25,812	32,121	+24.4
13. Commercial Loan Officer—Jr.	18,500	22,150	+19.7
14. Correspondent Bank Officer—Sr.	39,757	37,500	- 5.7
15. EDP Officer—Sr.	41,400	47,700	+15.2
16. Financial Officer—Sr.	52,320	52,250	- 0.1
17. Instalment Loan Collection Manager	20,500	23,000	+12.2
18. Instalment Loan Department Manager	33,000	40,000	+21.2
19. Instalment Loan Officer	17,197	20,700	+20.4

BANK OFFICER CASH COMPENSATION

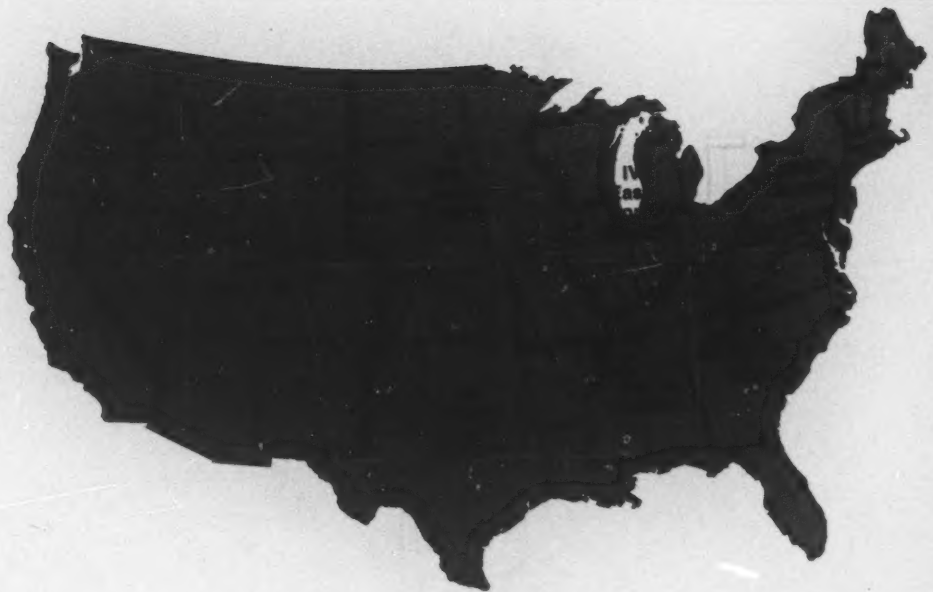
\$1 Billion and Over
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	\$35,220	\$40,000	+13.6
21. International Banking Officer—Sr.	43,000	49,000	+14.0
22. Loan Review Officer	25,600	26,500	+ 3.5
23. Marketing Director	35,739	44,000	+23.1
24. Mortgage Loan Department Manager	38,186	46,700	+22.3
25. Mortgage Loan Officer	23,900	28,350	+18.6
26. Mortgage Loan Officer—Jr.	16,000	19,502	+21.9
27. New Accounts Officer	14,250	16,000	+12.3
28. Officer Trainee—Master's Degree	16,000	18,000	+12.5
29. Officer Trainee—Bachelor's Degree	12,000	14,000	+16.7
30. Operations Officer—Sr.	48,400	48,000	- 0.8
31. Personnel Officer—Sr.	39,000	45,963	+17.9
32. Security Officer—Sr.	24,500	29,125	+18.9
33. Training Director	25,200	27,350	+ 8.5
34. Trust Department Officer—Sr.	56,000	66,780	+19.3
35. Trust Operations Manager	31,750	35,000	+10.2

Cash Compensation Data

Region VII: West-South Central

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: LESS THAN \$10 MILLION

Of the 502 banks submitting data for the West-South Central region, 35 banks were in the Less Than \$10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Instalment Loan Collector

Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 7
 ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	35	\$26,450	\$34,382	\$33,780	\$40,000
Bonus	28	2,920	6,512	4,650	10,000
Total Compensation	35	31,947	39,591	38,000	46,000
Age	35	38	45	44	51
Years with Present Bank	35	1	5	2	8
Years in Position	34	1	4	2	5
No. of Employees Supervised	35	6	10	9	14
Asset Size (Millions)	35	\$5.5	\$6.8	\$7.0	\$9.0

SECOND RANKING OFFICER					
Base Salary	30	\$17,100	\$21,418	\$21,500	\$24,000
Bonus	23	1,513	2,908	2,400	3,000
Total Compensation	30	19,890	23,647	23,050	27,000
Age	29	30	37	34	47
Years with Present Bank	30	1	5	2	6
Years in Position	29	1	3	2	3
No. of Employees Supervised	29	1	7	6	11
Asset Size (Millions)	30	\$5.0	\$6.5	\$6.5	\$8.0

CONTROLLER					
Base Salary	5	\$11,600	\$17,900	\$15,600	\$18,150
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,750	19,310	16,900	20,525
Age	5	36	43	41	43
Years with Present Bank	5	2	11	9	13
Years in Position	5	1	3	2	2
No. of Employees Supervised	5	5	9	10	11
Asset Size (Millions)	5	\$8.0	\$8.6	\$9.0	\$9.0

GENERAL LOAN OFFICER					
Base Salary	6	\$11,300	\$18,433	\$16,250	\$21,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,225	18,908	16,750	21,000
Age	5	31	36	33	36
Years with Present Bank	6	1	3	2	4
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	2	2	2	3
Asset Size (Millions)	6	\$7.0	\$8.2	\$8.5	\$9.0

GEOGRAPHIC REGION: 7

ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	8	\$10,260	\$14,395	\$13,700	\$15,000
Bonus	7	688	1,211	1,250	1,500
Total Compensation	8	11,115	15,455	15,075	16,500
Age	7	39	43	44	46
Years with Present Bank	8	1	5	2	8
Years in Position	8	1	3	2	2
No. of Employees Supervised	7	3	8	9	11
Asset Size (Millions)	8	\$7.0	\$7.9	\$8.0	\$9.0

OPERATIONS OFFICER-JR.					
Base Salary	11	\$9,370	\$11,724	\$11,400	\$14,200
Bonus	9	745	1,057	1,000	1,124
Total Compensation	11	10,115	12,588	12,650	14,550
Age	10	36	43	44	48
Years with Present Bank	11	2	6	3	9
Years in Position	11	1	4	2	3
No. of Employees Supervised	9	2	3	3	5
Asset Size (Millions)	11	\$5.5	\$7.1	\$7.0	\$8.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$10 TO \$19 MILLION

Of the 502 banks submitting data for the West-South Central region, 77 banks were in the \$10 to \$19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager
Instalment Loan Collector
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	77	\$32,750	\$38,765	\$37,950	\$43,200
Bonus	50	3,000	6,888	5,000	6,500
Total Compensation	77	36,250	43,237	42,000	47,500
Age	74	40	47	45	52
Years with Present Bank	76	3	11	7	16
Years in Position	77	2	6	3	9
No. of Employees Supervised	77	13	18	17	23
Asset Size (Millions)	77	\$11.0	\$13.7	\$13.0	\$16.0

SECOND RANKING OFFICER					
Base Salary	65	\$21,982	\$25,724	\$25,025	\$29,400
Bonus	38	1,408	4,172	2,530	4,700
Total Compensation	65	23,900	28,163	27,500	33,330
Age	65	37	45	44	52
Years with Present Bank	64	3	9	6	14
Years in Position	64	1	5	3	6
No. of Employees Supervised	59	8	13	13	18
Asset Size (Millions)	65	\$11.0	\$13.8	\$13.0	\$16.0

AGRICULTURAL LOAN OFFICER					
Base Salary	5	\$14,625	\$18,680	\$17,500	\$19,475
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,349	24,299	23,595	27,798
Age	5	32	39	41	43
Years with Present Bank	5	3	9	6	11
Years in Position	5	3	6	5	6
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$11.0	\$14.8	\$14.0	\$16.5

BUSINESS DEVELOPMENT OFFICER					
Base Salary	12	\$14,400	\$17,492	\$16,050	\$18,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,000	17,813	16,575	18,500
Age	12	33	43	39	47
Years with Present Bank	12	1	5	1	3
Years in Position	12	0	1	1	1
No. of Employees Supervised	12	0	1	0	2
Asset Size (Millions)	12	\$10.0	\$13.6	\$13.5	\$15.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	11	\$20,460	\$23,515	\$24,000	\$26,500
Bonus	5	1,128	3,609	1,700	4,000
Total Compensation	11	22,800	25,484	25,320	27,500
Age	10	33	38	36	41
Years with Present Bank	11	1	5	2	8
Years in Position	11	1	2	1	2
No. of Employees Supervised	10	1	3	2	3
Asset Size (Millions)	11	\$11.0	\$14.5	\$16.0	\$16.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	6	\$12,300	\$18,817	\$16,650	\$22,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,050	19,640	17,469	23,400
Age	6	30	38	40	42
Years with Present Bank	6	3	7	6	7
Years in Position	5	1	2	1	2
No. of Employees Supervised	6	0	2	3	3
Asset Size (Millions)	6	\$13.5	\$16.5	\$17.5	\$18.0

CONTROLLER					
Base Salary	11	\$15,750	\$20,073	\$18,000	\$21,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	16,625	20,768	20,000	22,000
Age	11	31	38	37	42
Years with Present Bank	11	1	7	3	11
Years in Position	10	1	4	3	3
No. of Employees Supervised	10	5	13	15	18
Asset Size (Millions)	11	\$10.5	\$13.6	\$13.0	\$15.5

GENERAL LOAN OFFICER					
Base Salary	24	\$15,900	\$19,954	\$18,512	\$22,000
Bonus	12	300	1,615	1,600	1,900
Total Compensation	24	17,325	20,762	19,500	22,000
Age	24	32	38	38	44
Years with Present Bank	23	1	5	3	6
Years in Position	24	0	2	2	3
No. of Employees Supervised	24	0	3	2	3
Asset Size (Millions)	24	\$11.0	\$14.2	\$14.5	\$16.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER-SR.					
Base Salary	15	\$15,350	\$19,663	\$18,600	\$22,200
Bonus	6	1,414	1,988	1,750	2,300
Total Compensation	15	16,550	20,458	19,195	22,600
Age	15	34	43	41	50
Years with Present Bank	15	3	8	5	9
Years in Position	14	1	3	3	6
No. of Employees Supervised	13	2	3	3	5
Asset Size (Millions)	15	\$13.0	\$15.5	\$15.0	\$18.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	14	\$14,700	\$16,171	\$15,150	\$16,650
Bonus	5	1,000	1,580	1,250	1,425
Total Compensation	14	14,700	16,736	16,000	17,100
Age	14	30	39	34	47
Years with Present Bank	14	1	5	3	4
Years in Position	13	1	2	2	3
No. of Employees Supervised	12	0	1	0	1
Asset Size (Millions)	14	\$12.5	\$14.6	\$15.0	\$15.5

INTERNAL AUDITING OFFICER					
Base Salary	7	\$10,450	\$13,143	\$13,200	\$14,850
Bonus	5	571	1,291	1,275	1,338
Total Compensation	7	10,450	14,065	15,241	16,208
Age	7	25	37	33	44
Years with Present Bank	7	2	8	5	7
Years in Position	7	0	2	1	2
No. of Employees Supervised	6	0	2	1	3
Asset Size (Millions)	7	\$10.5	\$12.7	\$12.0	\$14.5

OFFICER TRAINEE					
Base Salary	5	\$9,504	\$11,536	\$12,300	\$12,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,573	12,123	12,300	12,400
Age	5	29	40	40	41
Years with Present Bank	5	1	6	3	6
Years in Position	5	0	2	1	2
No. of Employees Supervised	5	1	3	2	3
Asset Size (Millions)	5	\$10.0	\$11.6	\$11.0	\$11.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	44	\$15,000	\$18,334	\$17,400	\$21,000
Bonus	22	1,000	2,699	1,500	2,569
Total Compensation	44	15,600	19,683	17,500	23,800
Age	43	33	43	42	51
Years with Present Bank	43	2	10	5	14
Years in Position	44	1	4	2	4
Nc. of Employees Supervised	43	6	12	10	14
Asset Size (Millions)	44	\$11.0	\$14.0	\$13.0	\$16.0

OPERATIONS OFFICER-JR.					
Base Salary	33	\$11,850	\$13,169	\$13,000	\$13,900
Bonus	16	960	1,230	1,048	1,300
Total Compensation	33	12,177	13,765	13,500	14,400
Age	32	32	40	40	44
Years with Present Bank	32	2	6	5	9
Years in Position	33	1	4	2	3
No. of Employees Supervised	32	2	5	5	9
Asset Size (Millions)	33	\$10.0	\$12.8	\$13.0	\$14.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$20 TO \$29 MILLION

Of the 502 banks submitting data for the West-South Central region, 66 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Mortgage Loan Officer

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	65	\$38,210	\$43,645	\$42,000	\$50,000
Bonus	55	4,000	10,513	8,550	12,000
Total Compensation	65	43,472	52,541	49,550	59,400
Age	64	42	48	47	54
Years with Present Bank	64	3	11	8	16
Years in Position	65	2	7	5	10
No. of Employees Supervised	61	17	23	22	30
Asset Size (Millions)	65	\$22.0	\$24.6	\$24.0	\$27.0

SECOND RANKING OFFICER					
Base Salary	52	\$24,000	\$28,079	\$27,400	\$31,500
Bonus	40	2,249	5,820	4,917	6,050
Total Compensation	52	27,400	32,556	30,900	37,000
Age	52	34	43	40	52
Years with Present Bank	52	5	13	9	18
Years in Position	52	2	5	4	6
No. of Employees Supervised	47	5	13	15	21
Asset Size (Millions)	52	\$22.0	\$24.3	\$24.0	\$26.0

AGRICULTURAL LOAN OFFICER					
Base Salary	7	\$14,800	\$20,871	\$21,000	\$24,550
Bonus	5	1,750	2,700	2,400	2,500
Total Compensation	7	17,000	22,800	21,500	25,850
Age	7	27	31	30	32
Years with Present Bank	7	1	4	4	5
Years in Position	7	1	3	4	5
No. of Employees Supervised	6	0	5	2	7
Asset Size (Millions)	7	\$21.5	\$22.9	\$21.0	\$23.5

BRANCH MANAGER					
Base Salary	10	\$13,888	\$19,771	\$21,216	\$22,150
Bonus	8	1,000	1,566	1,525	1,786
Total Compensation	10	14,296	21,023	22,109	23,813
Age	10	33	41	38	47
Years with Present Bank	10	2	5	4	5
Years in Position	10	2	3	3	4
No. of Employees Supervised	10	2	5	5	7
Asset Size (Millions)	10	\$22.5	\$25.3	\$25.5	\$27.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	11	\$11,000	\$18,176	\$15,000	\$25,050
Bonus	8	720	2,569	1,417	4,000
Total Compensation	11	11,688	20,045	16,500	29,438
Age	11	33	39	39	44
Years with Present Bank	11	2	7	4	11
Years in Position	11	1	5	3	7
No. of Employees Supervised	10	0	1	1	2
Asset Size (Millions)	11	\$22.0	\$25.2	\$26.0	\$27.0

COMMERCIAL LOAN OFFICER-SR.

Base Salary	30	\$21,750	\$26,614	\$27,310	\$30,000
Bonus	22	1,563	4,009	4,737	5,700
Total Compensation	30	25,050	29,554	29,895	33,500
Age	27	31	38	35	41
Years with Present Bank	30	2	6	3	7
Years in Position	29	1	3	3	3
No. of Employees Supervised	29	1	4	3	6
Asset Size (Millions)	30	\$23.5	\$25.6	\$26.0	\$28.0

COMMERCIAL LOAN OFFICER-JR.

Base Salary	13	\$14,590	\$19,438	\$22,200	\$22,975
Bonus	8	1,038	3,976	3,075	6,800
Total Compensation	13	16,565	21,884	23,000	24,189
Age	13	30	36	36	42
Years with Present Bank	13	3	7	6	9
Years in Position	13	2	3	3	4
No. of Employees Supervised	13	0	5	1	4
Asset Size (Millions)	13	\$22.0	\$25.4	\$25.0	\$28.5

CONTROLLER

Base Salary	13	\$15,670	\$20,410	\$20,500	\$21,950
Bonus	8	1,800	4,255	4,450	5,490
Total Compensation	13	19,115	23,028	21,700	23,850
Age	12	31	39	35	43
Years with Present Bank	13	3	11	6	9
Years in Position	12	1	4	3	7
No. of Employees Supervised	12	3	12	10	16
Asset Size (Millions)	13	\$21.0	\$24.3	\$25.0	\$26.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	19	\$16,625	\$20,667	\$20,000	\$23,250
Bonus	13	1,000	3,137	2,500	4,453
Total Compensation	19	17,350	22,814	22,500	26,700
Age	19	33	38	38	41
Years with Present Bank	19	1	7	4	12
Years in Position	19	1	4	2	8
No. of Employees Supervised	17	1	5	2	5
Asset Size (Millions)	19	\$21.5	\$24.4	\$24.0	\$28.0

INSTALMENT LOAN COLLECTOR					
Base Salary	11	\$10,782	\$12,134	\$12,000	\$13,800
Bonus	8	625	1,344	1,219	1,875
Total Compensation	11	11,015	13,111	12,350	15,113
Age	11	26	32	30	35
Years with Present Bank	11	1	5	2	5
Years in Position	10	1	2	1	2
No. of Employees Supervised	10	0	1	0	2
Asset Size (Millions)	11	\$23.5	\$26.0	\$27.0	\$28.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	22	\$18,730	\$21,551	\$21,180	\$23,750
Bonus	14	1,075	3,064	2,300	4,849
Total Compensation	22	19,330	23,501	22,450	25,254
Age	20	31	40	36	46
Years with Present Bank	22	2	6	3	6
Years in Position	22	1	3	2	4
No. of Employees Supervised	22	0	2	1	3
Asset Size (Millions)	22	\$22.0	\$24.8	\$24.5	\$27.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	19	\$12,750	\$15,683	\$16,000	\$17,750
Bonus	14	970	1,971	1,592	2,391
Total Compensation	19	13,600	17,135	17,500	19,637
Age	19	26	31	30	31
Years with Present Bank	19	3	5	4	7
Years in Position	19	1	2	2	3
No. of Employees Supervised	17	0	2	1	2
Asset Size (Millions)	19	\$21.0	\$24.8	\$25.0	\$28.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	10	\$12,350	\$14,262	\$14,250	\$16,100
Bonus	6	540	1,692	1,400	1,838
Total Compensation	10	12,750	15,277	14,600	18,200
Age	10	31	44	45	54
Years with Present Bank	10	3	12	8	20
Years in Position	9	1	4	3	3
No. of Employees Supervised	8	0	3	0	2
Asset Size (Millions)	10	\$21.0	\$24.2	\$24.5	\$25.5

OFFICER TRAINEE					
Base Salary	5	\$10,400	\$12,960	\$13,500	\$13,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,400	13,367	14,000	14,358
Age	5	25	27	26	27
Years with Present Bank	5	1	2	1	2
Years in Position	5	0	1	1	1
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$22.5	\$24.4	\$24.0	\$25.0

OPERATIONS OFFICER-SR.					
Base Salary	48	\$15,500	\$20,215	\$20,000	\$24,600
Bonus	36	1,500	2,821	2,650	3,987
Total Compensation	48	17,200	22,330	21,975	27,280
Age	46	33	42	42	49
Years with Present Bank	48	3	10	7	13
Years in Position	47	1	5	3	6
No. of Employees Supervised	45	11	17	15	22
Asset Size (Millions)	48	\$22.0	\$24.5	\$24.0	\$27.0

OPERATIONS OFFICER-JR.					
Base Salary	30	\$11,550	\$13,413	\$12,700	\$14,750
Bonus	18	700	1,668	1,300	2,160
Total Compensation	30	12,000	14,414	13,666	15,950
Age	29	31	40	38	47
Years with Present Bank	30	4	7	6	9
Years in Position	30	1	3	2	4
No. of Employees Supervised	24	3	6	5	7
Asset Size (Millions)	30	\$21.0	\$24.1	\$24.0	\$26.5

GEOGRAPHIC REGION: 7
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER					
Base Salary	8	\$10,860	\$16,463	\$16,120	\$19,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,395	18,215	16,120	23,000
Age	8	34	43	43	45
Years with Present Bank	8	3	12	8	17
Years in Position	8	2	5	5	7
No. of Employees Supervised	7	0	10	4	18
Asset Size (Millions)	8	\$21.0	\$24.5	\$24.5	\$25.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$30 TO \$39 MILLION

Of the 502 banks submitting data for the West-South Central region, 67 banks were in the \$30 to \$39 Million asset size category.

GEOGRAPHIC REGION: 7

ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	67	\$42,470	\$49,914	\$48,000	\$55,500
Bonus	50	3,157	7,576	5,000	10,250
Total Compensation	67	44,988	55,568	52,500	64,226
Age	64	40	46	45	54
Years with Present Bank	65	4	12	8	16
Years in Position	67	2	7	5	9
No. of Employees Supervised	66	25	35	34	46
Asset Size (Millions)	67	\$32.0	\$34.2	\$34.0	\$37.0

SECOND RANKING OFFICER					
Base Salary	53	\$27,750	\$33,389	\$32,600	\$38,544
Bonus	38	2,450	4,189	3,540	5,000
Total Compensation	53	30,000	36,393	35,820	41,650
Age	51	36	42	41	46
Years with Present Bank	52	3	10	7	14
Years in Position	53	1	5	3	7
No. of Employees Supervised	49	8	23	23	34
Asset Size (Millions)	53	\$32.0	\$34.2	\$34.0	\$36.5

AGRICULTURAL LOAN OFFICER					
Base Salary	11	\$18,482	\$22,443	\$21,000	\$24,260
Bonus	9	1,775	4,935	4,680	5,327
Total Compensation	11	21,622	26,481	25,054	28,713
Age	11	27	37	36	46
Years with Present Bank	11	3	9	4	9
Years in Position	11	2	5	4	4
No. of Employees Supervised	9	0	4	1	3
Asset Size (Millions)	11	\$31.0	\$34.0	\$35.0	\$36.0

BRANCH MANAGER					
Base Salary	6	\$11,375	\$20,396	\$18,100	\$21,062
Bonus	5	775	1,261	1,234	1,492
Total Compensation	6	11,992	21,446	19,237	22,335
Age	6	35	47	47	54
Years with Present Bank	6	3	4	4	5
Years in Position	5	2	3	2	3
No. of Employees Supervised	6	3	10	8	12
Asset Size (Millions)	6	\$32.5	\$34.8	\$35.0	\$36.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	21	\$17,741	\$22,914 /	\$21,600	\$24,500
Bonus	13	1,017	1,536	1,432	1,875
Total Compensation	21	18,236	23,865	22,000	25,750
Age	19	32	47	46	60
Years with Present Bank	20	1	5	4	7
Years in Position	21	1	3	2	4
No. of Employees Supervised	21	0	2	0	2
Asset Size (Millions)	21	\$32.0	\$34.3	\$34.0	\$36.5

COMMERCIAL LOAN OFFICER-SR.

Base Salary	32	\$24,500	\$29,092	\$28,951	\$32,250
Bonus	22	1,138	2,856	2,331	3,930
Total Compensation	32	26,100	31,055	31,155	34,500
Age	31	33	41	40	47
Years with Present Bank	31	1	5	3	5
Years in Position	32	1	4	3	5
No. of Employees Supervised	32	1	6	4	8
Asset Size (Millions)	32	\$32.0	\$34.6	\$35.0	\$37.0

COMMERCIAL LOAN OFFICER-JR.

Base Salary	20	\$20,100	\$23,395	\$23,325	\$25,200
Bonus	12	750	1,594	1,610	2,050
Total Compensation	20	20,100	24,352	24,250	26,500
Age	19	30	34	34	40
Years with Present Bank	20	2	6	5	7
Years in Position	20	1	3	2	5
No. of Employees Supervised	18	1	4	3	5
Asset Size (Millions)	20	\$30.0	\$34.3	\$34.5	\$37.0

CONTROLLER

Base Salary	18	\$17,120	\$22,939	\$24,000	\$27,900
Bonus	12	725	1,706	1,202	2,000
Total Compensation	18	18,296	24,076	24,000	28,900
Age	18	30	38	38	41
Years with Present Bank	17	3	12	7	13
Years in Position	18	2	5	3	6
No. of Employees Supervised	18	2	13	12	20
Asset Size (Millions)	18	\$31.5	\$34.4	\$35.0	\$37.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	30	\$16,140	\$21,959	\$20,746	\$25,544
Bonus	20	1,050	2,123	1,869	3,000
Total Compensation	30	17,790	23,374	22,984	28,224
Age	29	34	43	43	48
Years with Present Bank	30	2	8	7	13
Years in Position	29	1	4	3	6
No. of Employees Supervised	27	0	3	1	4
Asset Size (Millions)	30	\$32.5	\$34.4	\$34.0	\$36.5

INSTALMENT LOAN COLLECTOR					
Base Salary	13	\$13,710	\$16,050	\$15,900	\$16,900
Bonus	10	500	1,051	613	1,131
Total Compensation	13	15,469	16,858	16,630	17,677
Age	13	28	35	32	41
Years with Present Bank	12	2	4	2	4
Years in Position	13	1	2	2	2
No. of Employees Supervised	10	0	1	0	2
Asset Size (Millions)	13	\$32.0	\$34.0	\$34.0	\$35.5

INSTALMENT LOAN OFFICER-SR.					
Base Salary	35	\$20,783	\$23,196	\$23,100	\$25,000
Bonus	19	789	2,042	2,000	2,450
Total Compensation	35	21,363	24,305	24,828	26,567
Age	33	33	38	37	41
Years with Present Bank	33	2	5	3	5
Years in Position	35	2	3	3	4
No. of Employees Supervised	33	0	3	1	3
Asset Size (Millions)	35	\$31.5	\$34.5	\$34.0	\$37.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	22	\$14,883	\$17,783	\$16,900	\$19,900
Bonus	16	855	1,459	1,459	1,650
Total Compensation	22	15,469	18,844	17,850	20,324
Age	21	28	34	33	36
Years with Present Bank	21	2	6	4	8
Years in Position	21	1	2	2	3
No. of Employees Supervised	20	0	1	1	3
Asset Size (Millions)	22	\$31.5	\$34.6	\$35.0	\$37.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	18	\$13,601	\$16,453	\$16,050	\$17,399
Bonus	13	719	1,115	1,125	1,296
Total Compensation	18	14,250	17,259	16,637	18,712
Age	17	25	33	30	38
Years with Present Bank	18	1	5	5	8
Years in Position	18	1	2	2	4
No. of Employees Supervised	15	0	2	0	2
Asset Size (Millions)	18	\$30.5	\$34.2	\$34.5	\$37.0

MORTGAGE LOAN OFFICER					
Base Salary	7	\$13,500	\$18,671	\$18,000	\$21,500
Bonus	6	700	1,647	1,622	2,397
Total Compensation	7	15,917	20,083	18,000	22,475
Age	6	31	37	36	38
Years with Present Bank	6	1	4	3	6
Years in Position	7	1	1	1	1
No. of Employees Supervised	5	0	1	0	2
Asset Size (Millions)	7	\$30.5	\$33.0	\$32.0	\$34.0

OFFICER TRAINEE					
Base Salary	10	\$9,942	\$12,345	\$12,600	\$13,650
Bonus	6	745	1,119	1,083	1,286
Total Compensation	10	10,915	13,017	12,850	14,925
Age	9	25	30	26	32
Years with Present Bank	9	1	3	2	3
Years in Position	10	1	1	1	2
No. of Employees Supervised	10	0	2	1	2
Asset Size (Millions)	10	\$30.5	\$34.0	\$34.0	\$36.5

OPERATIONS OFFICER-SR.					
Base Salary	53	\$18,900	\$23,855	\$24,000	\$28,000
Bonus	34	1,499	2,517	2,243	3,350
Total Compensation	53	19,644	25,470	26,000	28,650
Age	50	31	40	38	47
Years with Present Bank	51	4	11	6	17
Years in Position	52	1	4	3	6
No. of Employees Supervised	51	16	28	28	36
Asset Size (Millions)	53	\$32.0	\$34.4	\$34.0	\$37.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	36	\$13,000	\$15,268	\$15,678	\$17,600
Bonus	21	1,007	1,383	1,270	1,650
Total Compensation	36	14,000	16,075	15,678	18,300
Age	34	30	40	38	47
Years with Present Bank	34	3	9	7	14
Years in Position	36	1	3	1	2
No. of Employees Supervised	36	3	13	9	16
Asset Size (Millions)	36	\$32.0	\$34.1	\$34.0	\$36.0

PERSONNEL OFFICER					
Base Salary	10	\$16,400	\$20,096	\$17,750	\$22,500
Bonus	7	663	1,554	1,050	1,415
Total Compensation	10	16,813	21,184	18,995	23,775
Age	10	31	38	35	42
Years with Present Bank	9	4	4	4	5
Years in Position	10	2	4	2	3
No. of Employees Supervised	8	0	11	4	5
Asset Size (Millions)	10	\$32.5	\$35.1	\$35.0	\$36.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$40 TO \$49 MILLION

Of the 502 banks submitting data for the West-South Central region, 68 banks were in the \$40 to \$49 Million asset size category.

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed \$49 million. The reason for this being is that banks with assets just over \$50 million were instructed to complete the under \$50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	68	\$44,000	\$55,858	\$55,000	\$65,000
Bonus	50	3,348	9,079	7,500	10,000
Total Compensation	68	48,100	62,534	60,000	72,300
Age	67	43	50	50	54
Years with Present Bank	68	6	16	14	23
Years in Position	67	3	8	6	12
No. of Employees Supervised	65	36	45	45	58
Asset Size (Millions)	68	\$42.0	\$46.4	\$45.0	\$50.0

SECOND RANKING OFFICER					
Base Salary	62	\$31,364	\$38,513	\$36,600	\$43,600
Bonus	43	2,322	4,726	4,400	5,760
Total Compensation	62	34,900	41,790	39,550	47,350
Age	61	37	45	44	53
Years with Present Bank	61	4	12	8	16
Years in Position	61	2	5	5	7
No. of Employees Supervised	60	10	31	33	47
Asset Size (Millions)	62	\$43.0	\$46.5	\$45.5	\$50.0

AGRICULTURAL LOAN OFFICER					
Base Salary	14	\$21,013	\$24,754	\$25,000	\$27,410
Bonus	13	1,250	2,491	2,100	3,300
Total Compensation	14	22,468	27,068	27,500	28,460
Age	14	31	40	38	45
Years with Present Bank	14	3	8	7	8
Years in Position	14	2	6	3	8
No. of Employees Supervised	11	0	9	1	4
Asset Size (Millions)	14	\$42.0	\$46.7	\$46.5	\$50.0

BRANCH MANAGER					
Base Salary	21	\$16,600	\$19,955	\$19,032	\$21,600
Bonus	12	1,064	1,848	1,500	2,000
Total Compensation	21	17,200	21,011	20,100	23,500
Age	20	32	40	39	43
Years with Present Bank	21	6	10	8	13
Years in Position	21	1	3	3	5
No. of Employees Supervised	19	3	10	5	7
Asset Size (Millions)	21	\$44.5	\$47.6	\$48.0	\$50.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	22	\$15,300	\$22,862	\$22,420	\$27,200
Bonus	10	1,255	2,330	2,500	2,799
Total Compensation	22	15,825	23,921	24,200	27,950
Age	22	35	45	44	51
Years with Present Bank	22	2	8	7	10
Years in Position	22	1	3	2	3
No. of Employees Supervised	21	0	8	1	5
Asset Size (Millions)	22	\$43.0	\$47.2	\$48.0	\$50.0

COMMERCIAL LOAN OFFICER-SR.

Base Salary	43	\$24,710	\$31,944	\$32,400	\$36,198
Bonus	30	1,442	3,071	2,850	4,975
Total Compensation	43	27,410	34,087	33,750	39,400
Age	42	35	43	40	48
Years with Present Bank	43	3	7	5	9
Years in Position	43	2	4	3	6
No. of Employees Supervised	39	2	9	6	9
Asset Size (Millions)	43	\$41.5	\$46.8	\$47.0	\$52.0

COMMERCIAL LOAN OFFICER-JR.

Base Salary	26	\$17,338	\$23,784	\$24,050	\$29,150
Bonus	14	836	1,919	1,640	2,708
Total Compensation	26	17,446	24,818	25,250	30,193
Age	26	29	36	33	41
Years with Present Bank	26	2	7	4	9
Years in Position	26	1	3	2	4
No. of Employees Supervised	24	1	4	1	3
Asset Size (Millions)	26	\$42.0	\$47.8	\$48.5	\$52.0

CONTROLLER

Base Salary	32	\$18,840	\$24,829	\$24,770	\$29,000
Bonus	18	989	2,225	1,770	3,150
Total Compensation	32	20,150	26,080	26,400	30,000
Age	32	33	40	38	49
Years with Present Bank	31	4	11	10	14
Years in Position	32	1	5	3	5
No. of Employees Supervised	30	2	20	9	34
Asset Size (Millions)	32	\$43.0	\$47.8	\$47.5	\$52.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	26	\$19,525	\$24,656	\$24,615	\$28,000
Bonus	14	1,358	2,489	2,281	3,070
Total Compensation	26	19,975	25,996	25,989	28,870
Age	25	33	39	35	43
Years with Present Bank	25	2	9	6	14
Years in Position	25	2	4	3	6
No. of Employees Supervised	23	0	4	1	4
Asset Size (Millions)	26	\$43.0	\$46.4	\$45.5	\$49.0

INSTALMENT LOAN COLLECTOR					
Base Salary	17	\$11,900	\$14,445	\$12,600	\$16,680
Bonus	9	513	893	700	925
Total Compensation	17	12,300	14,918	13,650	17,030
Age	17	27	36	35	42
Years with Present Bank	16	1	4	2	5
Years in Position	17	1	2	2	3
No. of Employees Supervised	16	0	5	1	2
Asset Size (Millions)	17	\$43.0	\$47.2	\$47.0	\$50.5

INSTALMENT LOAN OFFICER-SR.					
Base Salary	40	\$20,000	\$24,529	\$23,750	\$27,500
Bonus	23	910	2,487	2,000	3,360
Total Compensation	40	21,100	25,959	26,000	29,375
Age	40	35	41	41	46
Years with Present Bank	39	3	6	5	8
Years in Position	40	2	4	3	6
No. of Employees Supervised	35	1	3	3	4
Asset Size (Millions)	40	\$43.0	\$46.9	\$46.5	\$51.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	38	\$15,470	\$18,664	\$18,000	\$22,400
Bonus	23	970	1,545	1,450	1,905
Total Compensation	38	16,319	19,599	18,875	23,165
Age	38	29	34	33	40
Years with Present Bank	38	2	6	4	9
Years in Position	38	1	3	2	4
No. of Employees Supervised	34	0	1	1	2
Asset Size (Millions)	38	\$41.5	\$46.2	\$45.0	\$50.5

GEOGRAPHIC REGION: 7
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	28	\$13,500	\$17,283	\$17,263	\$19,600
Bonus	14	518	1,392	1,223	2,200
Total Compensation	28	13,500	17,979	18,292	22,000
Age	28	28	38	38	44
Years with Present Bank	27	3	8	5	11
Years in Position	27	1	3	2	3
No. of Employees Supervised	25	0	4	0	1
Asset Size (Millions)	28	\$42.0	\$47.0	\$47.0	\$50.0

MORTGAGE LOAN OFFICER					
Base Salary	16	\$16,000	\$21,507	\$20,000	\$27,500
Bonus	10	800	2,060	1,525	2,799
Total Compensation	16	16,250	22,794	21,500	27,500
Age	16	31	40	42	45
Years with Present Bank	15	2	5	3	5
Years in Position	16	1	3	2	3
No. of Employees Supervised	14	1	6	2	3
Asset Size (Millions)	16	\$41.0	\$44.3	\$43.0	\$45.0

OFFICER TRAINEE					
Base Salary	14	\$12,250	\$13,763	\$13,500	\$14,250
Bonus	5	400	1,185	690	1,050
Total Compensation	14	12,450	14,186	13,600	14,445
Age	14	25	31	32	35
Years with Present Bank	14	1	4	3	6
Years in Position	14	0	1	1	2
No. of Employees Supervised	14	0	3	0	3
Asset Size (Millions)	14	\$42.0	\$47.1	\$46.5	\$51.5

OPERATIONS OFFICER-SR.					
Base Salary	55	\$19,000	\$24,662	\$23,400	\$30,000
Bonus	34	1,083	2,217	1,810	3,000
Total Compensation	55	19,200	26,032	24,000	30,596
Age	55	33	41	40	50
Years with Present Bank	54	5	12	10	15
Years in Position	55	2	5	3	8
No. of Employees Supervised	55	13	28	26	40
Asset Size (Millions)	55	\$42.0	\$46.5	\$45.0	\$51.0

GEOGRAPHIC REGION: 7

ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	40	\$13,200	\$16,146	\$16,598	\$18,000
Bonus	24	700	1,278	1,049	1,500
Total Compensation	40	13,800	16,913	17,150	19,818
Age	39	31	40	38	47
Years with Present Bank	38	5	12	8	18
Years in Position	39	1	3	2	3
No. of Employees Supervised	38	5	16	13	20
Asset Size (Millions)	40	\$41.0	\$46.6	\$45.0	\$51.0

PERSONNEL OFFICER					
Base Salary	21	\$14,775	\$18,916	\$18,000	\$21,325
Bonus	11	625	1,181	1,000	1,435
Total Compensation	21	14,925	19,535	18,300	22,961
Age	20	35	42	41	46
Years with Present Bank	20	4	9	7	14
Years in Position	20	1	3	2	3
No. of Employees Supervised	19	0	13	2	7
Asset Size (Millions)	21	\$43.0	\$47.1	\$47.0	\$49.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$50 TO \$99 MILLION

Of the 502 banks submitting data for the West-South Central region, 76 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Correspondent Bank Officer-Sr.

International Banking Officer-Sr.
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	76	\$52,800	\$61,626	\$60,300	\$70,200
Bonus	54	5,000	10,858	7,142	13,878
Total Compensation	76	56,448	69,341	66,330	80,000
Age	75	41	49	51	56
Years with Present Bank	76	5	14	10	18
Years in Position	74	2	8	6	11
No. of Employees Supervised	75	42	62	71	87
Asset Size (Millions)	76	\$65.0	\$74.0	\$71.0	\$84.0

ADVERTISING OFFICER					
Base Salary	24	\$18,000	\$24,183	\$22,000	\$30,000
Bonus	17	1,539	2,350	2,340	2,600
Total Compensation	24	19,800	25,848	24,780	30,750
Age	24	34	44	44	49
Years with Present Bank	24	2	8	5	9
Years in Position	23	1	3	2	3
No. of Employees Supervised	24	0	5	1	2
Asset Size (Millions)	24	\$65.0	\$74.2	\$73.5	\$83.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	25	\$29,500	\$36,355	\$35,000	\$41,000
Bonus	20	2,630	4,130	3,370	5,303
Total Compensation	25	31,745	39,659	39,600	44,252
Age	25	34	44	42	48
Years with Present Bank	25	6	11	9	13
Years in Position	24	2	5	5	6
No. of Employees Supervised	24	1	25	10	42
Asset Size (Millions)	25	\$67.5	\$79.7	\$81.0	\$90.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	16	\$25,500	\$32,668	\$31,000	\$35,000
Bonus	12	1,600	4,450	2,920	3,500
Total Compensation	16	27,920	36,005	32,600	37,600
Age	16	35	42	42	48
Years with Present Bank	16	3	12	8	16
Years in Position	15	1	3	1	3
No. of Employees Supervised	15	8	41	41	55
Asset Size (Millions)	16	\$65.0	\$76.6	\$79.0	\$84.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-SMALL(-10)					
Base Salary	20	\$18,300	\$19,518	\$19,810	\$21,000
Bonus	14	1,188	2,005	1,845	2,459
Total Compensation	20	19,580	20,921	20,870	22,800
Age	20	38	43	42	50
Years with Present Bank	20	5	11	9	15
Years in Position	19	2	4	3	5
No. of Employees Supervised	19	4	6	6	7
Asset Size (Millions)	20	\$65.0	\$74.7	\$72.5	\$83.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	20	\$19,000	\$24,742	\$22,400	\$30,500
Bonus	12	1,413	2,397	1,975	2,800
Total Compensation	20	19,000	26,179	22,450	32,000
Age	20	32	44	39	54
Years with Present Bank	20	1	7	3	8
Years in Position	20	1	4	3	6
No. of Employees Supervised	20	0	7	1	4
Asset Size (Millions)	20	\$65.0	\$72.4	\$67.5	\$81.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	13	\$14,500	\$19,808	\$17,500	\$19,700
Bonus	7	415	1,344	1,220	1,470
Total Compensation	13	15,250	20,531	18,000	19,755
Age	13	39	47	44	50
Years with Present Bank	13	2	12	8	12
Years in Position	12	1	2	2	3
No. of Employees Supervised	13	0	11	0	1
Asset Size (Millions)	13	\$65.5	\$75.2	\$77.0	\$83.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	20	\$15,200	\$17,822	\$16,300	\$18,600
Bonus	10	670	1,701	1,080	1,300
Total Compensation	20	15,600	18,673	16,750	18,616
Age	20	28	35	32	40
Years with Present Bank	20	2	8	6	13
Years in Position	19	1	4	2	4
No. of Employees Supervised	19	1	4	3	6
Asset Size (Millions)	20	\$66.0	\$76.0	\$74.5	\$83.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	53	\$28,675	\$36,773	\$36,000	\$43,510
Bonus	31	1,900	4,002	3,525	5,000
Total Compensation	53	30,538	39,114	38,000	44,952
Age	53	36	42	41	48
Years with Present Bank	53	2	10	7	15
Years in Position	52	2	5	3	6
No. of Employees Supervised	52	4	10	7	15
Asset Size (Millions)	53	\$64.0	\$74.9	\$71.0	\$85.5

COMMERCIAL LOAN OFFICER					
Base Salary	63	\$23,199	\$30,356	\$30,000	\$36,036
Bonus	38	1,920	4,463	2,761	4,465
Total Compensation	63	24,805	33,048	31,010	38,850
Age	63	33	40	36	46
Years with Present Bank	63	4	10	8	12
Years in Position	61	1	5	3	6
No. of Employees Supervised	63	0	3	1	3
Asset Size (Millions)	63	\$65.0	\$74.7	\$70.0	\$85.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	35	\$16,900	\$23,210	\$23,000	\$27,200
Bonus	26	1,218	2,161	1,755	2,250
Total Compensation	35	18,490	24,816	24,381	27,860
Age	35	30	36	34	39
Years with Present Bank	35	3	7	6	10
Years in Position	33	1	4	2	5
No. of Employees Supervised	35	0	2	1	1
Asset Size (Millions)	35	\$68.0	\$78.1	\$80.0	\$86.5

EDP OFFICER-SR.					
Base Salary	11	\$19,150	\$25,400	\$26,400	\$29,850
Bonus	7	775	2,244	2,600	3,135
Total Compensation	11	19,150	26,828	30,000	30,843
Age	11	28	35	34	43
Years with Present Bank	11	1	5	4	7
Years in Position	11	1	3	2	4
No. of Employees Supervised	11	5	8	6	11
Asset Size (Millions)	11	\$77.5	\$86.6	\$92.0	\$95.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	32	\$22,000	\$29,479	\$28,250	\$34,000
Bonus	22	1,650	4,215	2,738	4,050
Total Compensation	32	23,800	32,377	29,000	36,000
Age	32	29	37	34	42
Years with Present Bank	32	3	7	6	10
Years in Position	30	2	4	3	4
No. of Employees Supervised	31	1	20	4	39
Asset Size (Millions)	32	\$66.0	\$75.7	\$74.0	\$84.0

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	15	\$13,600	\$16,823	\$16,800	\$18,250
Bonus	11	1,123	1,519	1,400	1,925
Total Compensation	15	15,400	17,937	17,952	18,750
Age	15	28	34	33	37
Years with Present Bank	15	2	4	3	5
Years in Position	14	1	2	2	2
No. of Employees Supervised	15	0	2	1	3
Asset Size (Millions)	15	\$65.5	\$76.5	\$80.0	\$83.0

INSTALMENT LOAN DEPARTMENT MANAGER

Base Salary	49	\$24,000	\$27,550	\$27,300	\$31,250
Bonus	31	1,350	2,687	2,500	3,250
Total Compensation	49	24,378	29,249	28,708	32,175
Age	49	40	45	44	49
Years with Present Bank	49	3	10	7	12
Years in Position	48	2	5	4	6
No. of Employees Supervised	48	3	6	6	7
Asset Size (Millions)	49	\$64.5	\$74.2	\$73.0	\$84.0

INSTALMENT LOAN OFFICER

Base Salary	67	\$17,650	\$21,522	\$20,500	\$23,200
Bonus	38	1,165	2,175	1,913	2,750
Total Compensation	67	18,550	22,756	21,100	24,398
Age	67	31	40	37	47
Years with Present Bank	67	2	9	6	12
Years in Position	65	2	5	3	6
No. of Employees Supervised	67	0	1	1	2
Asset Size (Millions)	67	\$65.0	\$75.0	\$73.0	\$84.5

GEOGRAPHIC REGION: 7
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	20	\$15,600	\$23,551	\$20,850	\$29,996
Bonus	12	1,331	2,997	2,567	3,200
Total Compensation	20	17,733	25,350	20,900	29,996
Age	20	31	38	34	43
Years with Present Bank	20	2	7	4	7
Years in Position	19	1	2	2	3
No. of Employees Supervised	20	0	2	1	2
Asset Size (Millions)	20	\$65.0	\$74.0	\$68.5	\$83.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	\$13,200	\$17,342	\$17,910	\$20,000
Bonus	5	1,256	1,762	1,626	1,976
Total Compensation	8	14,826	18,443	19,166	20,000
Age	8	29	38	36	39
Years with Present Bank	8	4	9	9	12
Years in Position	7	1	4	2	5
No. of Employees Supervised	8	1	3	1	1
Asset Size (Millions)	8	\$61.0	\$71.5	\$67.5	\$76.0

NEW ACCOUNTS OFFICER					
Base Salary	40	\$12,000	\$14,443	\$14,390	\$16,200
Bonus	24	770	1,334	1,140	1,660
Total Compensation	40	12,400	15,244	15,015	17,604
Age	40	36	46	47	54
Years with Present Bank	40	6	12	10	17
Years in Position	40	1	5	2	5
No. of Employees Supervised	40	1	5	4	6
Asset Size (Millions)	40	\$63.0	\$73.6	\$70.0	\$84.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	8	\$10,800	\$11,872	\$11,400	\$12,900
Bonus		INSUFFICIENT DATA			
Total Compensation	8	11,490	12,349	11,877	13,200
Age	8	24	28	26	28
Years with Present Bank	8	0	1	1	2
Years in Position	7	0	1	1	1
No. of Employees Supervised	8	0	3	1	2
Asset Size (Millions)	8	\$60.0	\$71.4	\$74.5	\$81.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	65	\$22,130	\$27,525	\$27,000	\$31,960
Bonus	42	1,675	2,799	2,189	3,170
Total Compensation	65	23,344	29,334	29,000	33,460
Age	65	33	40	39	45
Years with Present Bank	65	3	9	5	12
Years in Position	64	1	4	3	4
No. of Employees Supervised	64	17	39	41	51
Asset Size (Millions)	65	\$64.5	\$73.6	\$70.0	\$83.0

PERSONNEL OFFICER-SR.					
Base Salary	38	\$15,060	\$20,196	\$18,706	\$22,500
Bonus	23	950	1,770	1,380	2,100
Total Compensation	38	15,915	21,267	19,050	23,558
Age	38	31	39	36	48
Years with Present Bank	38	2	9	7	12
Years in Position	37	1	3	2	5
No. of Employees Supervised	38	1	12	1	5
Asset Size (Millions)	38	\$65.0	\$74.7	\$69.5	\$85.0

SECURITY OFFICER-SR.					
Base Salary	10	\$17,400	\$22,567	\$22,675	\$26,100
Bonus	9	1,050	1,847	1,416	1,740
Total Compensation	10	18,771	24,229	23,125	28,818
Age	10	43	49	49	52
Years with Present Bank	10	6	12	11	17
Years in Position	10	1	4	3	6
No. of Employees Supervised	10	0	2	1	2
Asset Size (Millions)	10	\$64.5	\$76.5	\$74.0	\$86.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	13	\$20,929	\$27,753	\$24,800	\$29,100
Bonus	7	1,251	2,400	2,100	2,998
Total Compensation	13	21,600	29,045	25,800	29,860
Age	13	38	48	48	53
Years with Present Bank	13	4	12	5	13
Years in Position	13	3	7	4	5
No. of Employees Supervised	13	1	2	2	3
Asset Size (Millions)	13	\$69.5	\$80.8	\$83.0	\$85.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST OPERATIONS MANAGER					
Base Salary	8	\$12,425	\$15,900	\$16,122	\$17,600
Bonus	5	1,226	1,783	1,995	2,083
Total Compensation	8	12,900	17,014	16,270	19,770
Age	8	35	48	47	56
Years with Present Bank	8	5	16	12	21
Years in Positic..	8	2	4	3	4
No. of Employees Supervised	8	0	1	1	2
Asset Size (Millions)	8	\$66.0	\$77.9	\$81.5	\$84.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$100 TO \$249 MILLION

* Of the 502 banks submitting data for the West-South Central region, 76 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)

GEOGRAPHIC REGION: 7
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	75	\$68,150	\$80,377	\$78,800	\$87,750
Bonus	40	4,416	13,053	9,213	16,615
Total Compensation	75	75,000	87,339	82,842	101,500
Age	75	45	50	50	56
Years with Present Bank	75	5	13	10	22
Years in Position	75	2	6	4	8
No. of Employees Supervised	69	98	128	120	154
Asset Size (Millions)	75	\$110.0	\$149.3	\$135.0	\$180.0

ADVERTISING OFFICER					
Base Salary	19	\$18,250	\$28,689	\$25,000	\$33,850
Bonus	11	904	3,011	1,584	2,000
Total Compensation	19	19,000	30,432	25,000	36,658
Age	19	35	44	44	49
Years with Present Bank	19	3	10	6	15
Years in Position	18	2	4	3	4
No. of Employees Supervised	18	0	20	1	3
Asset Size (Millions)	19	\$111.5	\$153.5	\$143.0	\$172.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	39	\$29,650	\$39,412	\$37,740	\$45,765
Bonus	23	1,121	4,485	3,500	5,375
Total Compensation	39	31,071	42,057	39,000	48,500
Age	39	37	44	44	50
Years with Present Bank	39	4	12	9	18
Years in Position	39	2	6	4	8
No. of Employees Supervised	38	1	10	4	7
Asset Size (Millions)	39	\$110.0	\$150.9	\$135.0	\$186.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	20	\$32,750	\$39,025	\$38,774	\$45,000
Bonus	12	816	3,318	3,500	4,224
Total Compensation	20	32,850	41,016	39,556	46,000
Age	20	35	43	43	48
Years with Present Bank	20	3	8	8	11
Years in Position	20	1	3	2	5
No. of Employees Supervised	20	27	70	83	100
Asset Size (Millions)	20	\$130.0	\$163.2	\$155.0	\$195.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	16	\$21,800	\$25,368	\$23,500	\$28,200
Bonus	10	982	2,005	2,075	2,704
Total Compensation	16	22,225	26,621	25,940	29,275
Age	16	33	41	42	43
Years with Present Bank	16	4	13	14	17
Years in Position	16	1	5	3	6
No. of Employees Supervised	16	12	15	16	18
Asset Size (Millions)	16	\$120.0	\$162.2	\$161.5	\$200.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	23	\$14,010	\$17,300	\$18,000	\$19,775
Bonus	11	661	1,282	1,164	1,500
Total Compensation	23	14,592	17,913	18,520	20,259
Age	23	32	40	39	47
Years with Present Bank	23	3	11	8	15
Years in Position	23	2	4	3	6
No. of Employees Supervised	23	5	6	5	7
Asset Size (Millions)	23	\$112.0	\$155.1	\$135.0	\$197.5

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	28	\$26,000	\$34,092	\$30,000	\$35,700
Bonus	17	1,360	4,316	2,000	4,750
Total Compensation	28	26,500	36,712	31,563	38,500
Age	28	35	48	51	58
Years with Present Bank	28	4	10	7	14
Years in Position	28	1	5	3	5
No. of Employees Supervised	27	1	12	2	4
Asset Size (Millions)	28	\$120.0	\$162.3	\$152.5	\$196.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	32	\$15,900	\$21,192	\$20,100	\$24,500
Bonus	12	900	1,966	2,040	2,490
Total Compensation	32	16,108	21,929	20,950	25,400
Age	32	34	43	41	49
Years with Present Bank	32	2	9	7	11
Years in Position	32	1	3	2	3
No. of Employees Supervised	31	0	1	1	1
Asset Size (Millions)	32	\$110.0	\$149.0	\$133.5	\$156.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	48	\$16,200	\$21,822	\$19,525	\$24,000
Bonus	23	494	1,732	1,750	2,335
Total Compensation	48	16,500	22,652	19,525	26,400
Age	48	27	35	33	41
Years with Present Bank	48	2	7	3	8
Years in Position	48	1	3	2	2
No. of Employees Supervised	47	2	7	4	8
Asset Size (Millions)	48	\$114.0	\$157.9	\$144.5	\$196.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	58	\$33,250	\$41,716	\$42,000	\$47,760
Bonus	30	1,685	4,636	3,063	5,633
Total Compensation	58	35,718	44,114	42,950	50,798
Age	58	35	44	42	50
Years with Present Bank	58	3	12	8	16
Years in Position	58	1	5	3	6
No. of Employees Supervised	57	7	20	13	25
Asset Size (Millions)	58	\$115.0	\$155.3	\$142.0	\$195.5

COMMERCIAL LOAN OFFICER					
Base Salary	70	\$27,630	\$32,080	\$30,750	\$35,000
Bonus	35	1,350	3,044	2,750	3,700
Total Compensation	70	28,200	33,602	32,800	36,980
Age	70	33	41	40	47
Years with Present Bank	70	3	10	6	15
Years in Position	69	2	5	3	8
No. of Employees Supervised	67	0	3	1	2
Asset Size (Millions)	70	\$109.5	\$147.9	\$133.5	\$174.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	46	\$19,050	\$22,101	\$22,000	\$24,400
Bonus	22	558	1,482	1,125	2,204
Total Compensation	46	19,750	22,810	22,671	25,315
Age	46	29	34	31	38
Years with Present Bank	46	3	7	5	8
Years in Position	46	1	2	2	3
No. of Employees Supervised	45	0	1	1	1
Asset Size (Millions)	46	\$109.0	\$149.0	\$140.5	\$174.5

GEOGRAPHIC REGION: 7
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	9	\$21,550	\$28,911	\$27,500	\$31,800
Bonus	5	846	2,000	1,700	2,475
Total Compensation	9	22,396	30,022	29,250	33,480
Age	9	30	39	32	43
Years with Present Bank	9	4	13	6	17
Years in Position	9	1	4	3	5
No. of Employees Supervised	8	0	15	3	5
Asset Size (Millions)	9	\$115.5	\$162.7	\$156.0	\$191.0

EDP OFFICER-SR.					
Base Salary	24	\$24,300	\$28,454	\$29,550	\$31,000
Bonus	9	938	1,826	2,025	2,300
Total Compensation	24	26,500	29,139	29,700	32,200
Age	24	32	36	36	40
Years with Present Bank	24	2	6	4	8
Years in Position	24	1	3	2	4
No. of Employees Supervised	23	8	17	10	20
Asset Size (Millions)	24	\$114.0	\$164.6	\$155.0	\$198.0

FINANCIAL OFFICER-SR.					
Base Salary	56	\$26,500	\$32,148	\$31,350	\$35,000
Bonus	26	1,650	3,137	2,667	4,840
Total Compensation	56	27,000	33,604	33,159	38,000
Age	56	32	37	35	40
Years with Present Bank	56	2	9	7	12
Years in Position	56	1	4	3	5
No. of Employees Supervised	54	3	19	4	15
Asset Size (Millions)	56	\$110.0	\$148.1	\$130.5	\$167.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	43	\$15,060	\$19,079	\$17,500	\$19,900
Bonus	20	650	2,026	1,263	2,063
Total Compensation	43	15,475	20,022	18,000	20,450
Age	43	29	41	39	49
Years with Present Bank	43	2	7	4	8
Years in Position	43	1	3	2	4
No. of Employees Supervised	43	1	2	2	4
Asset Size (Millions)	43	\$108.0	\$150.7	\$131.0	\$183.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	59	\$23,700	\$28,491	\$28,200	\$33,150
Bonus	29	1,100	2,173	1,750	2,695
Total Compensation	59	24,300	29,559	29,500	34,175
Age	59	35	43	43	49
Years with Present Bank	59	4	11	9	14
Years in Position	59	1	4	3	5
No. of Employees Supervised	57	5	9	7	11
Asset Size (Millions)	59	\$111.5	\$152.0	\$143.0	\$183.5

INSTALMENT LOAN OFFICER					
Base Salary	75	\$17,300	\$21,366	\$21,000	\$24,575
Bonus	37	763	1,914	1,400	2,211
Total Compensation	75	18,000	22,310	21,300	26,000
Age	75	33	40	38	48
Years with Present Bank	75	3	9	6	13
Years in Position	75	2	5	3	8
No. of Employees Supervised	72	0	1	1	2
Asset Size (Millions)	75	\$109.5	\$149.1	\$135.0	\$180.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	56	\$18,000	\$22,534	\$22,000	\$26,340
Bonus	29	895	1,855	1,500	2,396
Total Compensation	56	18,500	23,495	22,896	27,438
Age	56	28	36	33	40
Years with Present Bank	56	2	8	4	9
Years in Position	56	1	3	2	4
No. of Employees Supervised	54	1	2	1	3
Asset Size (Millions)	56	\$114.0	\$153.5	\$142.0	\$187.0

INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	6	\$22,850	\$28,400	\$26,750	\$28,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	23,855	28,735	26,750	28,750
Age	6	29	39	39	47
Years with Present Bank	6	1	8	3	6
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	2	20	5	6
Asset Size (Millions)	6	\$108.0	\$153.5	\$135.0	\$173.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	25	\$19,250	\$26,006	\$23,300	\$28,000
Bonus	12	598	2,226	1,750	2,250
Total Compensation	25	20,021	27,074	25,300	28,311
Age	24	30	39	35	47
Years with Present Bank	25	2	9	5	10
Years in Position	25	1	3	2	3
No. of Employees Supervised	22	0	4	1	3
Asset Size (Millions)	25	\$117.0	\$164.3	\$150.0	\$196.5

MARKETING DIRECTOR					
Base Salary	36	\$18,000	\$26,972	\$24,000	\$36,000
Bonus	17	1,038	2,419	1,800	2,833
Total Compensation	36	18,984	28,115	24,850	37,500
Age	36	30	37	36	44
Years with Present Bank	36	2	6	4	7
Years in Position	36	1	3	3	4
No. of Employees Supervised	34	1	4	2	3
Asset Size (Millions)	36	\$108.0	\$149.3	\$138.0	\$187.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	27	\$26,998	\$32,374	\$31,500	\$37,282
Bonus	12	1,250	3,328	2,925	4,000
Total Compensation	27	27,565	33,852	31,500	40,650
Age	27	33	43	42	52
Years with Present Bank	27	3	8	6	11
Years in Position	27	1	4	3	5
No. of Employees Supervised	25	2	5	5	6
Asset Size (Millions)	27	\$115.0	\$158.2	\$150.0	\$195.5

MORTGAGE LOAN OFFICER					
Base Salary	32	\$21,000	\$27,231	\$26,250	\$32,000
Bonus	13	1,075	3,764	1,916	2,870
Total Compensation	32	21,600	28,761	26,881	32,000
Age	32	34	43	43	50
Years with Present Bank	32	3	10	7	12
Years in Position	32	1	4	3	5
No. of Employees Supervised	32	0	1	1	1
Asset Size (Millions)	32	\$108.0	\$148.6	\$133.5	\$178.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER-JR.					
Base Salary	13	\$16,750	\$19,469	\$19,500	\$21,250
Bonus		INSUFFICIENT DATA			
Total Compensation	13	16,900	19,794	19,500	22,100
Age	13	26	35	34	40
Years with Present Bank	13	4	6	5	6
Years in Position	13	1	3	3	3
No. of Employees Supervised	13	0	2	1	1
Asset Size (Millions)	13	\$119.5	\$165.5	\$153.0	\$197.5

NEW ACCOUNTS OFFICER					
Base Salary	51	\$13,342	\$16,147	\$15,000	\$18,300
Bonus	25	508	1,556	940	1,491
Total Compensation	51	13,877	16,909	15,616	18,600
Age	51	33	45	46	54
Years with Present Bank	51	6	14	11	20
Years in Position	51	1	3	2	6
No. of Employees Supervised	48	3	6	4	8
Asset Size (Millions)	51	\$116.5	\$155.0	\$146.0	\$186.0

OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	5	\$14,500	\$17,600	\$16,000	\$16,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,500	18,241	16,618	17,084
Age	5	25	31	32	34
Years with Present Bank	5	1	2	1	3
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	2	0	0
Asset Size (Millions)	5	\$107.0	\$161.0	\$178.0	\$187.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	23	\$11,150	\$13,569	\$13,200	\$15,000
Bonus	10	444	771	650	967
Total Compensation	23	11,775	13,905	13,350	15,575
Age	23	23	27	25	26
Years with Present Bank	23	1	2	1	2
Years in Position	23	1	1	1	1
No. of Employees Supervised	21	0	1	0	0
Asset Size (Millions)	23	\$113.5	\$161.7	\$150.0	\$202.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	72	\$27,750	\$34,959	\$33,000	\$40,000
Bonus	37	1,556	3,159	3,500	4,113
Total Compensation	72	28,384	36,582	35,280	41,750
Age	72	36	41	39	44
Years with Present Bank	72	2	11	8	15
Years in Position	72	1	4	3	6
No. of Employees Supervised	69	32	60	52	74
Asset Size (Millions)	72	\$110.0	\$149.1	\$133.5	\$178.0

PERSONNEL OFFICER-SR.					
Base Salary	55	\$18,120	\$22,443	\$22,500	\$26,050
Bonus	25	900	1,898	1,410	2,375
Total Compensation	55	18,625	23,305	22,776	27,250
Age	55	33	42	38	51
Years with Present Bank	55	2	8	6	11
Years in Position	55	1	3	2	5
No. of Employees Supervised	52	1	8	2	3
Asset Size (Millions)	55	\$111.5	\$151.4	\$143.0	\$188.5

SECURITY OFFICER-SR.					
Base Salary	23	\$19,250	\$22,813	\$23,300	\$26,250
Bonus	10	236	1,244	865	2,025
Total Compensation	23	19,827	23,354	23,300	27,150
Age	23	40	47	46	54
Years with Present Bank	23	2	13	8	21
Years in Position	23	1	3	2	5
No. of Employees Supervised	20	0	10	4	7
Asset Size (Millions)	23	\$109.0	\$159.5	\$146.0	\$199.5

TRAINING DIRECTOR					
Base Salary	11	\$12,180	\$14,851	\$14,520	\$16,500
Bonus	5	523	999	1,000	1,226
Total Compensation	11	12,500	15,305	15,000	16,986
Age	11	31	42	42	50
Years with Present Bank	11	2	9	6	14
Years in Position	11	1	2	1	2
No. of Employees Supervised	10	0	0	0	1
Asset Size (Millions)	11	\$119.5	\$171.5	\$156.0	\$209.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	47	\$29,400	\$34,111	\$34,000	\$38,500
Bonus	23	1,476	3,453	2,500	3,819
Total Compensation	47	29,400	35,801	35,000	40,050
Age	47	39	47	46	55
Years with Present Bank	47	3	10	7	13
Years in Position	47	2	6	4	8
No. of Employees Supervised	45	3	6	5	8
Asset Size (Millions)	47	\$111.5	\$154.1	\$141.0	\$195.5

TRUST OPERATIONS MANAGER					
Base Salary	33	\$14,897	\$21,665	\$20,000	\$24,700
Bonus	15	583	2,134	1,100	1,708
Total Compensation	33	15,383	22,635	20,800	25,350
Age	33	32	43	42	52
Years with Present Bank	33	3	10	8	13
Years in Position	33	1	4	2	5
No. of Employees Supervised	31	1	4	4	5
Asset Size (Millions)	33	\$111.5	\$153.5	\$141.0	\$192.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$250 TO \$499 MILLION

Of the 502 banks submitting data for the West-South Central region, 21 banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	19	\$93,750	\$107,097	\$101,000	\$120,000
Bonus	8	5,500	21,964	12,500	24,000
Total Compensation	19	93,750	116,345	112,000	130,750
Age	19	41	53	54	62
Years with Present Bank	19	5	13	13	22
Years in Position	19	3	7	6	8
No. of Employees Supervised	19	200	261	257	309
Asset Size (Millions)	19	\$262.0	\$332.4	\$324.0	\$387.0

ADVERTISING OFFICER					
Base Salary	8	\$15,600	\$23,400	\$20,100	\$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,600	24,050	20,100	25,000
Age	8	26	40	42	49
Years with Present Bank	8	1	8	5	9
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	3	2	5
Asset Size (Millions)	8	\$303.0	\$360.6	\$383.5	\$397.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	15	\$30,600	\$36,297	\$34,500	\$39,250
Bonus		INSUFFICIENT DATA			
Total Compensation	15	30,600	36,680	34,500	39,250
Age	15	33	42	41	46
Years with Present Bank	15	6	13	11	19
Years in Position	15	1	4	4	6
No. of Employees Supervised	15	2	6	3	6
Asset Size (Millions)	15	\$262.0	\$316.0	\$373.0	\$407.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	6	\$32,425	\$38,308	\$37,250	\$41,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	32,425	44,351	37,250	41,500
Age	6	35	42	40	42
Years with Present Bank	6	3	10	10	10
Years in Position	6	1	4	4	5
No. of Employees Supervised	6	48	94	73	113
Asset Size (Millions)	6	\$269.5	\$320.5	\$287.0	\$347.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-SMALL(-10)					
Base Salary	5	\$17,300	\$19,900	\$19,500	\$20,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,000	21,260	22,000	22,474
Age	5	40	49	49	52
Years with Present Bank	5	12	19	14	19
Years in Position	5	2	5	3	4
No. of Employees Supervised	5	5	6	6	7
Asset Size (Millions)	5	\$269.5	\$307.2	\$297.0	\$300.0

BUSINESS DEVELOPMENT OFFICER-SR.

Base Salary	8	\$26,750	\$35,612	\$36,124	\$38,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	26,750	41,145	36,124	41,800
Age	8	33	47	52	56
Years with Present Bank	8	5	11	9	10
Years in Position	8	2	7	4	10
No. of Employees Supervised	8	1	7	2	8
Asset Size (Millions)	8	\$297.0	\$356.4	\$375.0	\$397.0

BUSINESS DEVELOPMENT OFFICER

Base Salary	10	\$15,700	\$21,958	\$20,550	\$24,850
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,024	22,023	20,550	24,850
Age	10	33	49	55	59
Years with Present Bank	10	6	15	12	14
Years in Position	10	2	5	4	6
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	10	\$262.0	\$329.3	\$308.5	\$385.0

COMMERCIAL CREDIT DEPT. MANAGER

Base Salary	18	\$17,750	\$21,700	\$21,400	\$24,050
Bonus		INSUFFICIENT DATA			
Total Compensation	18	17,750	21,829	21,600	24,050
Age	18	27	35	31	40
Years with Present Bank	18	2	4	4	5
Years in Position	18	1	2	1	2
No. of Employees Supervised	18	4	7	7	8
Asset Size (Millions)	18	\$262.0	\$341.9	\$339.0	\$400.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	20	\$35,500	\$43,054	\$41,800	\$46,000
Bonus	6	2,170	6,433	4,344	6,424
Total Compensation	20	35,500	44,984	42,300	48,500
Age	20	32	39	36	44
Years with Present Bank	20	3	10	7	11
Years in Position	20	1	2	2	2
No. of Employees Supervised	20	7	15	11	18
Asset Size (Millions)	20	\$267.0	\$341.0	\$339.0	\$397.0

COMMERCIAL LOAN OFFICER					
Base Salary	19	\$28,600	\$34,066	\$33,901	\$38,750
Bonus	6	2,010	3,336	3,575	3,825
Total Compensation	19	29,699	35,119	33,901	39,200
Age	19	40	47	50	53
Years with Present Bank	19	4	19	13	33
Years in Position	19	2	6	5	9
No. of Employees Supervised	18	0	2	1	3
Asset Size (Millions)	19	\$269.5	\$341.7	\$338.0	\$400.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	16	\$20,500	\$23,639	\$22,000	\$26,000
Bonus		INSUFFICIENT DATA			
Total Compensation	16	21,000	24,380	22,150	26,000
Age	16	29	32	31	32
Years with Present Bank	16	3	5	4	7
Years in Position	16	1	1	1	1
No. of Employees Supervised	15	0	0	0	1
Asset Size (Millions)	16	\$267.0	\$349.8	\$356.5	\$403.0

CORRESPONDENT BANK OFFICER-SR.					
Base Salary	16	\$27,200	\$32,783	\$34,750	\$38,500
Bonus		INSUFFICIENT DATA			
Total Compensation	16	27,200	34,155	36,068	40,000
Age	16	36	43	39	53
Years with Present Bank	16	4	11	9	13
Years in Position	16	1	3	3	4
No. of Employees Supervised	15	1	3	2	4
Asset Size (Millions)	16	\$267.0	\$342.1	\$332.0	\$397.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
EDP OFFICER-SR.					
Base Salary	13	\$31,100	\$34,792	\$32,000	\$34,800
Bonus		INSUFFICIENT DATA			
Total Compensation	13	31,350	35,645	33,500	36,920
Age	13	36	41	40	45
Years with Present Bank	13	3	10	11	12
Years in Position	13	1	3	2	4
No. of Employees Supervised	13	17	42	30	44
Asset Size (Millions)	13	\$262.0	\$339.2	\$340.0	\$395.5

FINANCIAL OFFICER-SR.					
Base Salary	20	\$31,000	\$37,749	\$35,250	\$41,250
Bonus	6	1,620	8,714	3,160	9,058
Total Compensation	20	32,240	40,363	36,600	47,500
Age	20	32	40	38	49
Years with Present Bank	20	3	8	5	10
Years in Position	20	1	4	3	5
No. of Employees Supervised	20	5	9	7	10
Asset Size (Millions)	20	\$267.0	\$341.0	\$339.0	\$397.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	12	\$15,000	\$17,949	\$16,650	\$18,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,000	18,269	16,650	18,000
Age	12	26	38	34	48
Years with Present Bank	12	1	5	3	6
Years in Position	12	0	1	1	2
No. of Employees Supervised	12	3	5	5	7
Asset Size (Millions)	12	\$257.0	\$330.9	\$331.0	\$377.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	17	\$27,750	\$29,997	\$29,650	\$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	17	27,750	30,711	31,400	32,120
Age	17	35	44	42	50
Years with Present Bank	17	4	11	9	14
Years in Position	17	1	4	1	5
No. of Employees Supervised	17	10	20	17	24
Asset Size (Millions)	17	\$269.5	\$343.3	\$340.0	\$395.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER					
Base Salary	19	\$18,500	\$21,807	\$21,000	\$24,153
Bonus		INSUFFICIENT DATA			
Total Compensation	19	18,500	22,132	21,000	24,621
Age	19	30	39	36	47
Years with Present Bank	19	2	10	8	14
Years in Position	19	2	5	2	5
No. of Employees Supervised	19	0	3	1	3
Asset Size (Millions)	19	\$269.5	\$340.6	\$338.0	\$400.0

INTERNAL AUDITING OFFICER-SR.

Base Salary	18	\$21,800	\$26,850	\$28,100	\$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	18	21,850	27,142	28,300	30,275
Age	18	29	38	38	46
Years with Present Bank	18	3	8	5	9
Years in Position	18	2	5	4	7
No. of Employees Supervised	18	2	4	4	5
Asset Size (Millions)	18	\$262.0	\$332.9	\$313.5	\$395.5

LOAN REVIEW OFFICER

Base Salary	10	\$18,250	\$24,370	\$23,150	\$29,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,250	24,370	23,150	29,000
Age	10	28	38	33	42
Years with Present Bank	10	1	10	2	10
Years in Position	10	1	2	2	2
No. of Employees Supervised	9	0	2	1	2
Asset Size (Millions)	10	\$264.5	\$330.2	\$335.0	\$385.5

MARKETING DIRECTOR

Base Salary	15	\$23,550	\$30,987	\$32,000	\$36,100
Bonus	5	1,980	3,686	3,620	4,234
Total Compensation	15	24,554	32,215	33,500	37,000
Age	15	30	36	35	38
Years with Present Bank	15	3	7	5	11
Years in Position	15	2	3	3	4
No. of Employees Supervised	15	3	9	4	5
Asset Size (Millions)	15	\$272.0	\$353.0	\$373.0	\$404.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	10	\$29,500	\$41,278	\$46,188	\$50,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	29,500	42,848	46,188	51,000
Age	10	35	43	43	50
Years with Present Bank	10	1	8	3	9
Years in Position	10	1	2	3	3
No. of Employees Supervised	9	5	11	7	10
Asset Size (Millions)	10	\$256.0	\$316.0	\$284.5	\$355.5

MORTGAGE LOAN OFFICER					
Base Salary	9	\$25,250	\$29,411	\$30,900	\$31,700
Bonus		INSUFFICIENT DATA			
Total Compensation	9	25,250	29,749	30,900	31,700
Age	9	33	39	35	42
Years with Present Bank	9	3	9	8	11
Years in Position	9	2	5	3	6
No. of Employees Supervised	9	0	1	1	1
Asset Size (Millions)	9	\$302.5	\$359.6	\$373.0	\$398.5

MORTGAGE LOAN OFFICER-JR.					
Base Salary	6	\$14,520	\$21,223	\$22,250	\$23,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,520	21,223	22,250	23,000
Age	6	31	34	34	36
Years with Present Bank	6	2	5	5	6
Years in Position	6	2	2	2	2
No. of Employees Supervised	6	0	0	0	1
Asset Size (Millions)	6	\$282.0	\$364.3	\$383.5	\$398.5

NEW ACCOUNTS OFFICER					
Base Salary	13	\$12,153	\$15,395	\$14,000	\$16,116
Bonus		INSUFFICIENT DATA			
Total Compensation	13	12,498	15,531	14,000	16,428
Age	13	28	40	36	47
Years with Present Bank	13	4	12	8	11
Years in Position	13	1	3	1	2
No. of Employees Supervised	13	3	5	4	7
Asset Size (Millions)	13	\$272.0	\$352.5	\$373.0	\$395.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	10	\$11,883	\$13,363	\$13,230	\$14,750
Bonus		INSUFFICIENT DATA			
Total Compensation	10	11,883	13,544	13,489	14,750
Age	10	23	24	24	25
Years with Present Bank	10	1	1	1	1
Years in Position	10	1	1	1	1
No. of Employees Supervised	10	0	0	0	0
Asset Size (Millions)	10	\$287.0	\$350.4	\$355.5	\$398.5

OPERATIONS OFFICER-SR.					
Base Salary	17	\$33,750	\$40,126	\$42,000	\$44,100
Bonus	5	2,800	4,730	4,848	5,424
Total Compensation	17	36,750	41,518	42,000	44,100
Age	17	35	43	43	50
Years with Present Bank	17	8	17	13	18
Years in Position	17	2	6	4	10
No. of Employees Supervised	17	58	96	99	134
Asset Size (Millions)	17	\$269.5	\$339.4	\$338.0	\$398.5

PERSONNEL OFFICER-SR.					
Base Salary	21	\$24,000	\$29,328	\$28,500	\$33,250
Bonus	7	975	2,760	2,150	3,589
Total Compensation	21	25,415	30,248	28,848	34,450
Age	21	37	45	42	52
Years with Present Bank	21	4	14	12	21
Years in Position	21	2	5	3	6
No. of Employees Supervised	21	3	8	3	5
Asset Size (Millions)	21	\$269.5	\$339.2	\$338.0	\$395.5

SECURITY OFFICER-SR.					
Base Salary	12	\$15,000	\$21,219	\$19,100	\$20,350
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,000	21,411	19,100	21,350
Age	12	36	45	46	48
Years with Present Bank	12	2	11	6	11
Years in Position	12	0	4	2	5
No. of Employees Supervised	12	0	15	8	16
Asset Size (Millions)	12	\$272.0	\$353.6	\$356.5	\$403.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRAINING DIRECTOR					
Base Salary	6	\$12,850	\$15,567	\$14,850	\$16,150
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,850	15,567	14,850	16,150
Age	6	27	32	31	32
Years with Present Bank	6	1	5	4	5
Years in Position	6	0	1	1	2
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	\$324.5	\$387.2	\$404.5	\$412.5

TRUST DEPARTMENT OFFICER-SR.

Base Salary	19	\$34,500	\$41,979	\$42,105	\$47,100
Bonus	6	3,633	6,385	4,640	6,546
Total Compensation	19	36,750	43,996	45,044	47,158
Age	19	40	45	43	49
Years with Present Bank	19	3	9	8	13
Years in Position	19	2	4	4	5
No. of Employees Supervised	19	12	18	17	23
Asset Size (Millions)	19	\$272.0	\$347.2	\$340.0	\$400.0

TRUST OPERATIONS MANAGER

Base Salary	17	\$17,250	\$22,835	\$24,500	\$26,450
Bonus		INSUFFICIENT DATA			
Total Compensation	17	17,250	23,071	24,500	26,450
Age	17	30	36	35	40
Years with Present Bank	17	3	7	5	8
Years in Position	17	1	3	2	3
No. of Employees Supervised	17	6	9	9	11
Asset Size (Millions)	17	\$300.0	\$356.9	\$373.0	\$400.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$500 TO \$999 MILLION

Of the 502 banks submitting data for the West-South Central region, ten banks were in the \$500 to \$999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Branch Manager-Small (-10)

Business Development Officer
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 7
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	10	\$117,100	\$132,270	\$126,751	\$135,000
Bonus	6	6,457	17,777	14,750	25,375
Total Compensation	10	126,351	142,937	144,417	152,875
Age	9	49	54	54	56
Years with Present Bank	10	4	16	13	25
Years in Position	10	2	9	8	13
No. of Employees Supervised	9	120	427	554	620
Asset Size (Millions)	10	\$541.0	\$633.9	\$623.5	\$658.5

BANK INVESTMENT OFFICER-SR.

Base Salary	9	\$41,050	\$46,867	\$45,000	\$49,000
Bonus	8	2,125	10,058	4,588	8,175
Total Compensation	9	42,170	55,807	51,175	54,688
Age	9	38	45	48	49
Years with Present Bank	8	8	15	11	22
Years in Position	9	2	6	6	9
No. of Employees Supervised	9	5	14	15	18
Asset Size (Millions)	9	\$572.5	\$645.9	\$646.0	\$658.5

BRANCH ADMINISTRATION OFFICER-SR.

Base Salary	5	\$32,700	\$37,621	\$40,000	\$40,502
Bonus		INSUFFICIENT DATA			
Total Compensation	5	37,850	40,197	40,000	40,502
Age	5	41	46	46	46
Years with Present Bank	5	8	13	10	11
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	8	102	125	153
Asset Size (Millions)	5	\$541.0	\$604.4	\$589.0	\$595.0

BUSINESS DEVELOPMENT OFFICER-SR.

Base Salary	8	\$29,115	\$41,890	\$37,500	\$41,000
Bonus	5	1,927	7,166	3,675	7,238
Total Compensation	8	29,115	46,368	38,292	43,270
Age	8	37	46	44	52
Years with Present Bank	8	6	14	9	23
Years in Position	7	3	9	6	8
No. of Employees Supervised	8	3	9	5	10
Asset Size (Millions)	8	\$526.0	\$625.0	\$623.5	\$650.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	9	\$25,250	\$31,399	\$31,700	\$33,500
Bonus	6	756	3,263	2,307	3,740
Total Compensation	9	25,500	33,574	34,230	36,769
Age	9	30	39	37	40
Years with Present Bank	9	3	7	3	10
Years in Position	9	1	3	2	4
No. of Employees Supervised	9	10	15	13	17
Asset Size (Millions)	9	\$572.5	\$645.9	\$646.0	\$658.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	9	\$40,800	\$55,528	\$50,000	\$63,500
Bonus	6	2,862	7,562	7,375	10,325
Total Compensation	9	40,800	60,569	62,500	70,987
Age	9	40	45	43	45
Years with Present Bank	9	5	15	12	19
Years in Position	9	3	4	4	5
No. of Employees Supervised	9	12	37	22	30
Asset Size (Millions)	9	\$572.5	\$645.9	\$646.0	\$658.5

COMMERCIAL LOAN OFFICER					
Base Salary	9	\$34,500	\$39,218	\$36,258	\$41,600
Bonus	5	1,427	4,890	3,296	5,548
Total Compensation	9	34,500	41,934	37,354	45,248
Age	9	37	44	39	48
Years with Present Bank	9	3	16	15	25
Years in Position	9	2	4	5	6
No. of Employees Supervised	9	0	3	0	1
Asset Size (Millions)	9	\$541.0	\$632.6	\$601.0	\$658.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	\$18,810	\$22,543	\$21,500	\$24,000
Bonus	5	805	2,811	1,545	1,973
Total Compensation	9	19,450	24,104	22,609	24,000
Age	9	26	29	28	30
Years with Present Bank	9	3	4	4	5
Years in Position	9	1	2	2	2
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	\$541.0	\$632.6	\$601.0	\$658.5

GEOGRAPHIC REGION: 7

ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	10	\$28,500	\$35,722	\$36,250	\$38,160
Bonus	7	1,217	3,769	2,000	5,163
Total Compensation	10	29,217	38,360	37,160	40,725
Age	10	35	38	37	41
Years with Present Bank	10	3	10	9	11
Years in Position	10	1	3	3	6
No. of Employees Supervised	10	2	5	5	5
Asset Size (Millions)	10	\$541.0	\$633.9	\$623.5	\$658.5

EDP OFFICER-SR.					
Base Salary	8	\$32,000	\$37,531	\$38,930	\$42,300
Bonus		INSUFFICIENT DATA			
Total Compensation	8	34,080	39,537	40,834	45,684
Age	8	35	42	41	42
Years with Present Bank	8	1	7	3	8
Years in Position	8	1	2	3	3
No. of Employees Supervised	8	9	40	35	58
Asset Size (Millions)	8	\$556.0	\$648.6	\$623.5	\$667.0

FINANCIAL OFFICER-SR.					
Base Salary	10	\$34,200	\$48,040	\$49,502	\$55,000
Bonus	8	2,625	4,635	3,883	5,100
Total Compensation	10	37,281	51,748	52,408	61,488
Age	10	33	41	43	47
Years with Present Bank	10	3	11	10	11
Years in Position	10	2	4	5	6
No. of Employees Supervised	10	6	18	13	22
Asset Size (Millions)	10	\$541.0	\$633.9	\$623.5	\$658.5

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	6	\$17,700	\$20,134	\$19,551	\$20,801
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,051	21,790	21,419	23,363
Age	6	33	42	40	48
Years with Present Bank	6	4	11	9	11
Years in Position	6	0	3	4	5
No. of Employees Supervised	6	8	12	11	13
Asset Size (Millions)	6	\$541.0	\$646.0	\$595.0	\$675.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	7	\$33,750	\$42,169	\$39,000	\$44,500
Ponus	5	1,983	5,313	5,500	5,675
Total Compensation	7	34,750	45,964	44,000	50,550
Age	7	41	48	47	54
Years with Present Bank	7	2	12	12	12
Years in Position	7	1	5	3	7
No. of Employees Supervised	7	11	41	31	56
Asset Size (Millicns)	7	\$528.0	\$631.0	\$601.0	\$658.5

INSTALMENT LOAN OFFICER					
Base Salary	9	\$19,620	\$22,672	\$21,800	\$23,750
Bonus	5	853	3,174	1,651	2,708
Total Compensation	9	19,803	24,435	22,291	24,603
Age	9	33	44	48	51
Years with Present Bank	9	6	18	14	27
Years in Position	9	3	6	4	6
No. of Employees Supervised	9	0	8	1	8
Asset Size (Millions)	9	\$541.0	\$632.6	\$601.0	\$658.5

INTERNAL AUDITING OFFICER-SR.					
Base Salary	8	\$30,500	\$35,156	\$34,434	\$35,000
Bonus	6	1,325	3,443	2,629	4,420
Total Compensation	8	33,650	37,738	36,500	40,250
Age	8	34	42	41	46
Years with Present Bank	8	1	12	8	13
Years in Position	8	1	4	4	6
No. of Employees Supervised	8	4	9	8	12
Asset Size (Millions)	8	\$526.0	\$633.9	\$617.5	\$650.0

LOAN REVIEW OFFICER					
Base Salary	8	\$23,760	\$34,297	\$32,875	\$38,004
Bonus	6	1,643	3,257	1,979	3,138
Total Compensation	8	25,660	36,740	34,546	38,004
Age	8	33	40	40	42
Years with Present Bank	8	2	9	7	13
Years in Position	8	2	2	2	2
No. of Employees Supervised	8	2	15	5	30
Asset Size (Millions)	.8	\$526.0	\$639.5	\$623.5	\$650.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MARKETING DIRECTOR					
Base Salary	7	\$29,500	\$44,500	\$43,002	\$50,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	30,362	48,664	45,425	52,000
Age	7	35	48	46	56
Years with Present Bank	7	1	7	9	11
Years in Position	7	1	4	3	6
No. of Employees Supervised	7	8	12	11	14
Asset Size (Millions)	7	\$541.0	\$646.6	\$601.0	\$700.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	7	\$32,700	\$44,915	\$42,000	\$48,501
Bonus		INSUFFICIENT DATA			
Total Compensation	7	34,680	48,948	46,875	51,001
Age	7	35	46	45	51
Years with Present Bank	7	3	10	7	11
Years in Position	7	2	5	3	7
No. of Employees Supervised	7	2	10	8	14
Asset Size (Millions)	7	\$513.0	\$619.7	\$589.0	\$656.5

MORTGAGE LOAN OFFICER					
Base Salary	6	\$31,500	\$33,952	\$33,156	\$34,925
Bonus		INSUFFICIENT DATA			
Total Compensation	6	33,156	36,477	36,575	38,450
Age	6	30	36	34	39
Years with Present Bank	6	2	7	7	7
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	0	7	4	10
Asset Size (Millions)	6	\$528.0	\$635.3	\$617.5	\$656.5

MORTGAGE LOAN OFFICER-JR.					
Base Salary	5	\$18,625	\$22,390	\$20,700	\$22,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,169	24,042	24,000	24,938
Age	5	30	37	33	33
Years with Present Bank	5	2	4	3	6
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	0	5	1	4
Asset Size (Millions)	5	\$528.0	\$633.2	\$589.0	\$628.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	9	\$16,000	\$17,812	\$17,150	\$19,513
Bonus	6	584	1,748	1,334	2,028
Total Compensation	9	16,909	18,977	19,512	20,888
Age	9	34	42	38	47
Years with Present Bank	9	3	11	12	13
Years in Position	9	2	3	3	4
No. of Employees Supervised	9	4	10	6	13
Asset Size (Millions)	9	\$572.5	\$645.9	\$646.0	\$658.5

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	8	\$12,000	\$13,700	\$14,350	\$14,502
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,800	14,294	14,376	14,600
Age	8	23	25	25	25
Years with Present Bank	8	0	1	1	1
Years in Position	8	0	1	1	1
No. of Employees Supervised	8	0	0	0	0
Asset Size (Millions)	8	\$526.0	\$617.9	\$595.0	\$650.0

OPERATIONS OFFICER-SR.					
Base Salary	10	\$44,563	\$49,931	\$50,050	\$52,540
Bonus	8	2,083	6,276	5,506	7,875
Total Compensation	10	46,328	54,951	53,931	58,525
Age	10	41	47	45	51
Years with Present Bank	10	3	15	12	24
Years in Position	10	1	4	3	6
No. of Employees Supervised	10	81	146	141	208
Asset Size (Millions)	10	\$541.0	\$633.9	\$623.5	\$658.5

PERSONNEL OFFICER-SR.					
Base Salary	10	\$30,000	\$35,465	\$35,144	\$39,500
Bonus	7	1,278	3,299	2,112	4,650
Total Compensation	10	31,507	37,774	38,000	40,813
Age	10	41	46	46	48
Years with Present Bank	10	2	13	10	21
Years in Position	10	2	6	4	8
No. of Employees Supervised	10	6	8	8	9
Asset Size (Millions)	10	\$541.0	\$633.9	\$623.5	\$658.5

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	8	\$19,560	\$24,378	\$24,612	\$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	19,560	26,107	24,612	26,329
Age	8	40	49	50	54
Years with Present Bank	8	5	10	11	12
Years in Position	8	2	6	5	8
No. of Employees Supervised	8	0	15	12	15
Asset Size (Millions)	8	\$526.0	\$617.9	\$595.0	\$650.0

TRAINING DIRECTOR					
Base Salary	6	\$17,871	\$22,840	\$21,000	\$25,900
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,121	24,061	24,413	28,775
Age	6	28	39	40	43
Years with Present Bank	6	2	7	4	5
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	0	3	2	5
Asset Size (Millions)	6	\$513.0	\$570.3	\$572.5	\$595.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	9	\$44,017	\$53,526	\$56,000	\$59,750
Bonus	6	2,908	6,744	5,950	9,825
Total Compensation	9	47,117	58,022	60,500	62,929
Age	9	50	55	55	59
Years with Present Bank	9	9	15	13	21
Years in Position	9	4	9	9	11
No. of Employees Supervised	9	13	22	19	24
Asset Size (Millions)	9	\$541.0	\$621.0	\$601.0	\$648.0

TRUST OPERATIONS MANAGER					
Base Salary	9	\$20,500	\$26,082	\$24,480	\$27,502
Bonus	5	925	2,877	1,000	2,769
Total Compensation	9	21,425	27,680	25,000	30,896
Age	9	33	41	39	44
Years with Present Bank	9	3	12	8	15
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	5	7	7	8
Asset Size (Millions)	9	\$541.0	\$621.0	\$601.0	\$648.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: \$1 BILLION AND OVER

Of the 502 banks submitting data for the West-South Central region, six banks were in the \$1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer	International Banking Officer-Sr.
Branch Administration Officer-Sr.	Loan Review Officer
Branch Manager-Large (31+)	Mortgage Loan Department Manager
Branch Manager-Medium (10-30)	Mortgage Loan Officer
Branch Manager-Small (-10)	Mortgage Loan Officer-Jr.
Business Development Officer-Sr.	New Accounts Officer
Business Development Officer	Officer Trainee-Master's Degree
Correspondent Bank Officer-Sr.	Officer Trainee-Bachelor's Degree
EDP Officer-Sr.	Training Director
Instalment Loan Collection Manager	Trust Operations Manager

GEOGRAPHIC REGION: 7
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	6	\$95,000	\$179,167	\$155,000	\$195,000
Bonus	5	32,500	70,789	68,945	69,473
Total Compensation	6	112,500	238,158	204,473	264,473
Age	6	36	43	41	45
Years with Present Bank	6	5	9	6	10
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	296	1,470	913	1,250
Asset Size (Millions)	6	\$1,703.5	\$13,938.8	\$2,636.5	\$4,100.0

BANK INVESTMENT OFFICER-SR.

Base Salary	5	\$49,750	\$81,900	\$55,000	\$57,500
Bonus	5	6,250	19,104	11,565	14,009
Total Compensation	5	57,783	101,004	68,000	69,727
Age	5	36	45	44	47
Years with Present Bank	5	9	16	18	19
Years in Position	5	1	20	6	15
No. of Employees Supervised	5	21	40	36	45
Asset Size (Millions)	5	\$1,703.5	\$2,776.0	\$2,273.0	\$2,636.5

COMMERCIAL CREDIT DEPT. MANAGER

Base Salary	5	\$29,864	\$38,166	\$37,500	\$40,050
Bonus		INSUFFICIENT DATA			
Total Compensation	5	31,114	40,016	37,500	42,300
Age	5	26	32	32	33
Years with Present Bank	5	1	3	2	3
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	26	41	32	46
Asset Size (Millions)	5	\$1,703.5	\$2,776.0	\$2,273.0	\$2,636.5

COMMERCIAL LOAN DEPT. MANAGER

Base Salary	6	\$49,500	\$83,533	\$66,100	\$71,100
Bonus	5	14,318	25,618	18,000	22,227
Total Compensation	6	56,318	104,881	87,600	90,727
Age	6	31	38	39	42
Years with Present Bank	6	2	6	4	5
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	28	428	73	139
Asset Size (Millions)	6	\$1,703.5	\$13,938.8	\$2,636.5	\$4,100.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER					
Base Salary	5	\$35,125	\$38,850	\$38,000	\$39,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	35,125	42,358	47,000	47,120
Age	5	28	31	32	32
Years with Present Bank	5	1	3	3	4
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	1	3	1	3
Asset Size (Millions)	5	\$1,703.5	\$15,686.6	\$2,273.0	\$2,636.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	\$18,500	\$24,382	\$25,910	\$26,205
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,750	26,193	25,910	26,205
Age	5	27	28	27	27
Years with Present Bank	5	1	2	2	2
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	\$1,703.5	\$15,686.6	\$2,273.0	\$2,636.5

FINANCIAL OFFICER-SR.					
Base Salary	5	\$36,000	\$52,900	\$57,500	\$58,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	42,000	62,507	65,500	70,268
Age	5	30	37	39	40
Years with Present Bank	5	4	8	6	9
Years in Position	5	2	5	6	6
No. of Employees Supervised	5	12	59	60	82
Asset Size (Millions)	5	\$2,224.0	\$16,480.2	\$3,000.0	\$4,100.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	6	\$31,250	\$41,033	\$40,100	\$46,000
Bonus	5	2,500	4,725	5,000	5,500
Total Compensation	6	32,350	44,971	45,000	52,313
Age	6	38	47	46	53
Years with Present Bank	6	1	8	4	9
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	9	30	23	43
Asset Size (Millions)	6	\$1,703.5	\$13,938.8	\$2,636.5	\$4,100.0

GEOGRAPHIC REGION: 7
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER					
Base Salary	5	\$19,575	\$23,530	\$22,000	\$24,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,575	25,491	22,000	27,500
Age	5	34	35	34	35
Years with Present Bank	5	2	4	3	4
Years in Position	5	1	3	2	3
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	\$1,703.5	\$15,686.6	\$2,273.0	\$2,636.5

INTERNAL AUDITING OFFICER-SR.

Base Salary	5	\$20,600	\$36,880	\$45,000	\$46,100
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,800	41,944	53,595	54,561
Age	5	30	37	36	39
Years with Present Bank	5	2	4	2	3
Years in Position	5	1	3	2	2
No. of Employees Supervised	5	2	14	8	11
Asset Size (Millions)	5	\$1,752.5	\$16,291.6	\$3,000.0	\$4,100.0

MARKETING DIRECTOR

Base Salary	5	\$44,750	\$57,600	\$60,000	\$61,750
Bonus	5	4,500	7,553	7,500	8,750
Total Compensation	5	52,500	65,153	64,765	67,883
Age	5	35	38	38	39
Years with Present Bank	5	5	7	6	8
Years in Position	5	1	3	3	4
No. of Employees Supervised	5	10	12	13	14
Asset Size (Millions)	5	\$1,703.5	\$2,776.0	\$2,273.0	\$2,636.5

OPERATIONS OFFICER-SR.

Base Salary	6	\$47,000	\$57,167	\$52,500	\$60,500
Bonus	5	7,500	12,566	10,000	13,316
Total Compensation	6	51,000	67,639	64,816	73,316
Age	6	38	42	40	42
Years with Present Bank	6	3	7	5	6
Years in Position	6	1	4	4	5
No. of Employees Supervised	6	153	317	259	387
Asset Size (Millions)	6	\$1,703.5	\$13,938.8	\$2,636.5	\$4,100.0

GEOGRAPHIC REGION: 7
 ASSET SIZE: \$1 BILLION

		<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER-SR.					
Base Salary	6	\$28,500	\$44,500	\$43,000	\$52,500
Bonus	5	5,000	8,295	7,500	8,618
Total Compensation	6	31,500	51,413	49,868	58,750
Age	6	31	38	37	42
Years with Present Bank	6	2	5	4	6
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	9	37	24	35
Asset Size (Millions)	6	\$1,703.5	\$13,938.8	\$2,636.5	\$4,100.0

SECURITY OFFICER-SR.					
Base Salary	6	\$20,044	\$29,498	\$28,300	\$33,150
Bonus		INSUFFICIENT DATA			
Total Compensation	6	20,794	30,378	30,189	35,039
Age	6	44	53	53	58
Years with Present Bank	6	2	8	4	5
Years in Position	6	2	5	4	5
No. of Employees Supervised	6	3	21	23	25
Asset Size (Millions)	6	\$1,703.5	\$13,938.8	\$2,636.5	\$4,100.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	\$60,000	\$83,000	\$85,000	\$85,000
Bonus	5	8,000	14,700	12,500	13,750
Total Compensation	5	69,250	97,700	95,000	97,500
Age	5	43	49	50	52
Years with Present Bank	5	2	11	11	13
Years in Position	5	1	6	6	9
No. of Employees Supervised	5	73	128	117	144
Asset Size (Millions)	5	\$1,703.5	\$2,776.0	\$2,273.0	\$2,636.5

Cash Compensation Data

Region VIII: Mountain

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: LESS THAN \$10 MILLION

Of the 251 banks submitting data for the Mountain region, 33 banks were in the Less Than \$10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer

Instalment Loan Collector
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	31	\$25,440	\$32,056	\$31,000	\$37,050
Bonus	18	2,000	5,973	3,297	4,500
Total Compensation	31	28,321	35,524	35,000	39,947
Age	31	36	44	42	52
Years with Present Bank	31	2	8	4	7
Years in Position	31	1	5	3	5
No. of Employees Supervised	31	7	10	10	14
Asset Size (Millions)	31	\$6.0	\$6.7	\$7.0	\$8.0

SECOND RANKING OFFICER					
Base Salary	27	\$20,000	\$22,670	\$24,000	\$25,500
Bonus	13	1,000	4,628	2,200	4,071
Total Compensation	27	22,150	24,898	25,000	27,500
Age	27	30	39	40	46
Years with Present Bank	27	1	5	3	7
Years in Position	27	1	4	2	4
No. of Employees Supervised	27	3	9	9	13
Asset Size (Millions)	27	\$6.0	\$6.9	\$7.0	\$8.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	8	\$15,000	\$18,713	\$20,000	\$20,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,000	19,068	20,350	21,000
Age	8	31	40	39	46
Years with Present Bank	8	1	2	2	2
Years in Position	8	1	1	2	2
No. of Employees Supervised	8	1	2	2	3
Asset Size (Millions)	8	\$3.0	\$5.8	\$6.0	\$7.0

OPERATIONS OFFICER-SR.					
Base Salary	16	\$13,800	\$16,294	\$16,850	\$18,000
Bonus	7	325	929	851	1,250
Total Compensation	16	13,800	16,700	16,925	18,400
Age	16	30	38	37	44
Years with Present Bank	16	2	6	3	6
Years in Position	16	1	3	2	4
No. of Employees Supervised	15	5	9	7	12
Asset Size (Millions)	16	\$7.0	\$7.3	\$7.5	\$8.0

GEOGRAPHIC REGION: 8
ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-JR.					
Base Salary	9	\$10,390	\$12,387	\$12,000	\$13,900
Bonus	5	138	1,708	881	916
Total Compensation	9	10,928	13,336	12,281	13,975
Age	9	27	37	34	39
Years with Present Bank	9	2	4	3	5
Years in Position	9	0	2	1	2
No. of Employees Supervised	9	2	4	5	5
Asset Size (Millions)	9	\$6.5	\$7.3	\$7.0	\$8.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$10 TO \$19 MILLION

Of the 251 banks submitting data for the Mountain region, 57 banks were in the \$10 to \$19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Instalment Loan Collector
Internal Auditing Officer
Personnel Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	57	\$33,000	\$38,529	\$39,360	\$43,300
Bonus	42	2,500	8,455	5,689	8,500
Total Compensation	57	36,500	44,759	42,600	46,873
Age	57	38	45	42	52
Years with Present Bank	57	3	10	6	14
Years in Position	57	2	6	4	7
No. of Employees Supervised	57	14	19	19	24
Asset Size (Millions)	57	\$12.0	\$14.3	\$13.0	\$17.0

SECOND RANKING OFFICER					
Base Salary	48	\$23,366	\$27,239	\$27,550	\$30,000
Bonus	34	1,500	4,760	2,675	5,500
Total Compensation	48	25,500	30,610	29,900	33,555
Age	47	33	40	39	45
Years with Present Bank	48	3	8	5	9
Years in Position	48	2	4	3	5
No. of Employees Supervised	48	4	11	10	18
Asset Size (Millions)	48	\$12.0	\$14.0	\$13.0	\$16.0

AGRICULTURAL LOAN OFFICER					
Base Salary	6	\$18,900	\$20,725	\$20,524	\$21,774
Bonus	5	1,625	4,710	5,000	5,150
Total Compensation	6	22,174	24,650	24,375	24,875
Age	6	30	44	44	56
Years with Present Bank	6	5	9	9	12
Years in Position	6	3	7	6	9
No. of Employees Supervised	6	1	3	2	4
Asset Size (Millions)	6	\$11.0	\$13.0	\$12.5	\$13.5

BRANCH MANAGER					
Base Salary	6	\$15,950	\$23,917	\$22,500	\$26,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,000	26,000	26,500	29,200
Age	6	32	46	44	56
Years with Present Bank	6	1	7	3	5
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	4	7	6	7
Asset Size (Millions)	6	\$12.0	\$13.8	\$12.5	\$15.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	6	\$14,100	\$18,889	\$20,016	\$21,970
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,225	20,455	20,596	24,550
Age	6	38	50	52	56
Years with Present Bank	6	2	4	4	5
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	0	2	1	2
Asset Size (Millions)	6	\$16.0	\$17.3	\$17.5	\$18.0

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	15	\$21,200	\$26,969	\$26,904	\$30,500
Bonus	9	1,350	2,416	2,295	2,480
Total Compensation	15	21,513	28,418	29,000	31,648
Age	15	33	41	39	44
Years with Present Bank	15	1	4	3	7
Years in Position	15	1	3	2	3
No. of Employees Supervised	15	2	6	5	6
Asset Size (Millions)	15	\$13.0	\$15.4	\$16.0	\$18.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	\$14,364	\$19,186	\$19,200	\$21,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,539	19,656	19,200	21,600
Age	6	29	34	32	34
Years with Present Bank	6	1	2	2	3
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	1	1	2
Asset Size (Millions)	6	\$11.5	\$13.5	\$12.5	\$14.5

CONTROLLER					
Base Salary	8	\$19,400	\$24,018	\$21,860	\$26,871
Bonus	5	1,272	3,861	1,760	2,630
Total Compensation	8	19,400	26,431	22,740	28,215
Age	8	31	37	35	38
Years with Present Bank	8	1	6	6	8
Years in Position	8	1	3	3	4
No. of Employees Supervised	8	9	12	14	15
Asset Size (Millions)	8	\$14.0	\$16.1	\$17.0	\$18.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	14	\$15,800	\$18,690	\$17,417	\$20,870
Bonus	9	1,243	2,073	1,700	2,169
Total Compensation	14	18,000	20,023	19,800	21,245
Age	14	31	38	36	43
Years with Present Bank	14	2	6	4	6
Years in Position	14	1	3	3	4
No. of Employees Supervised	14	0	4	3	5
Asset Size (Millions)	14	\$12.5	\$15.2	\$15.5	\$17.5

INSTALMENT LOAN OFFICER-SR.

Base Salary	20	\$16,200	\$18,105	\$17,550	\$19,200
Bonus	15	669	1,474	1,157	2,000
Total Compensation	20	16,700	19,210	19,075	20,800
Age	19	29	32	31	35
Years with Present Bank	20	2	4	4	6
Years in Position	20	1	3	2	3
No. of Employees Supervised	19	1	3	2	4
Asset Size (Millions)	20	\$13.0	\$14.9	\$14.0	\$17.0

INSTALMENT LOAN OFFICER-JR.

Base Salary	19	\$12,250	\$14,607	\$14,500	\$15,924
Bonus	8	400	927	843	1,157
Total Compensation	19	12,375	14,997	14,914	16,090
Age	19	28	35	32	37
Years with Present Bank	19	3	5	5	6
Years in Position	19	1	2	2	3
No. of Employees Supervised	19	0	2	1	2
Asset Size (Millions)	19	\$12.0	\$14.3	\$13.0	\$17.5

MORTGAGE LOAN OFFICER

Base Salary	7	\$14,100	\$20,537	\$22,000	\$24,360
Bonus	6	1,197	2,251	1,638	2,157
Total Compensation	7	14,750	22,467	25,675	26,907
Age	7	27	34	35	37
Years with Present Bank	7	1	3	2	5
Years in Position	7	1	1	1	2
No. of Employees Supervised	6	0	1	2	2
Asset Size (Millions)	7	\$12.0	\$14.4	\$13.0	\$16.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE					
Base Salary	8	\$9,744	\$11,753	\$12,000	\$12,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,400	12,039	12,500	12,600
Age	8	24	29	25	30
Years with Present Bank	8	1	3	3	3
Years in Position	8	1	2	1	2
No. of Employees Supervised	8	0	3	0	1
Asset Size (Millions)	8	\$12.0	\$13.3	\$12.0	\$13.0

OPERATIONS OFFICER-SR.					
Base Salary	40	\$15,300	\$18,605	\$19,100	\$20,400
Bonus	24	850	1,891	1,305	2,000
Total Compensation	40	16,000	19,739	19,800	21,666
Age	39	30	38	35	44
Years with Present Bank	40	2	5	4	8
Years in Position	40	1	3	3	4
No. of Employees Supervised	39	6	12	11	17
Asset Size (Millions)	40	\$12.0	\$14.3	\$13.0	\$17.0

OPERATIONS OFFICER-JR.					
Base Salary	24	\$12,000	\$13,578	\$13,350	\$15,000
Bonus	10	400	981	953	1,294
Total Compensation	24	12,500	13,987	13,825	15,500
Age	24	29	35	33	40
Years with Present Bank	24	2	5	4	7
Years in Position	24	1	2	2	2
No. of Employees Supervised	23	5	8	6	11
Asset Size (Millions)	24	\$13.0	\$14.9	\$15.0	\$17.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$20 TO \$29 MILLION

Of the 251 banks submitting data for the Mountain region, 35 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager
Business Development Officer
Instalment Loan Collector

Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	35	\$40,160	\$46,792	\$44,000	\$47,500
Bonus	22	3,800	7,354	7,250	9,125
Total Compensation	35	42,800	51,415	47,000	56,665
Age	33	44	51	51	58
Years with Present Bank	35	4	15	11	20
Years in Position	35	4	10	8	14
No. of Employees Supervised	34	24	31	31	39
Asset Size (Millions)	35	\$21.0	\$24.0	\$24.0	\$27.0

SECOND RANKING OFFICER					
Base Salary	30	\$27,600	\$31,066	\$31,400	\$34,000
Bonus	19	1,793	3,374	3,200	4,750
Total Compensation	30	29,593	33,203	32,800	34,900
Age	29	38	44	43	51
Years with Present Bank	30	3	10	8	13
Years in Position	30	2	5	3	6
No. of Employees Supervised	30	9	22	21	32
Asset Size (Millions)	30	\$21.5	\$24.4	\$25.0	\$27.0

AGRICULTURAL LOAN OFFICER					
Base Salary	7	\$16,150	\$21,343	\$22,000	\$24,750
Bonus		INSUFFICIENT DATA			
Total Compensation	7	16,365	22,354	23,000	25,075
Age	7	30	35	32	40
Years with Present Bank	7	3	6	5	9
Years in Position	7	2	5	5	8
No. of Employees Supervised	6	1	1	1	2
Asset Size (Millions)	7	\$24.0	\$26.0	\$27.0	\$27.0

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	20	\$22,700	\$26,073	\$27,000	\$28,500
Bonus	13	826	2,474	2,300	2,750
Total Compensation	20	24,856	27,681	28,024	29,900
Age	19	34	39	35	42
Years with Present Bank	20	2	6	6	9
Years in Position	20	2	4	2	4
No. of Employees Supervised	20	4	7	6	8
Asset Size (Millions)	20	\$22.0	\$24.8	\$25.5	\$27.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	16	\$20,500	\$22,634	\$23,716	\$24,000
Bonus	11	925	2,194	2,017	3,004
Total Compensation	16	21,150	24,142	24,500	27,000
Age	15	30	36	34	37
Years with Present Bank	16	2	4	4	5
Years in Position	16	1	2	2	2
No. of Employees Supervised	15	0	3	2	4
Asset Size (Millions)	16	\$21.0	\$24.3	\$24.5	\$27.0

CONTROLLER					
Base Salary	11	\$16,650	\$21,600	\$19,500	\$26,948
Bonus	5	855	2,675	2,600	2,804
Total Compensation	11	16,650	22,816	22,260	26,958
Age	10	33	44	49	51
Years with Present Bank	11	9	12	11	13
Years in Position	11	2	5	3	8
No. of Employees Supervised	11	1	11	4	18
Asset Size (Millions)	11	\$21.5	\$24.3	\$25.0	\$26.0

GENERAL LOAN OFFICER					
Base Salary	8	\$19,500	\$22,448	\$20,580	\$25,200
Bonus		INSUFFICIENT DATA			
Total Compensation	8	20,160	23,594	20,841	25,200
Age	8	34	39	38	41
Years with Present Bank	8	2	10	10	15
Years in Position	8	1	2	2	3
No. of Employees Supervised	8	0	4	3	5
Asset Size (Millions)	8	\$20.0	\$22.4	\$22.0	\$23.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	19	\$17,250	\$21,092	\$21,164	\$23,500
Bonus	10	900	1,995	1,898	2,250
Total Compensation	19	18,250	22,142	21,164	24,400
Age	18	33	39	38	41
Years with Present Bank	19	2	5	4	7
Years in Position	19	2	3	3	5
No. of Employees Supervised	18	2	3	3	4
Asset Size (Millions)	19	\$22.5	\$25.1	\$25.0	\$27.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER-JR.					
Base Salary	16	\$14,500	\$16,488	\$16,500	\$18,300
Bonus	10	575	1,129	850	1,375
Total Compensation	16	15,500	17,193	17,125	18,300
Age	13	28	36	30	42
Years with Present Bank	16	1	5	3	6
Years in Position	16	1	3	2	2
No. of Employees Supervised	15	0	1	1	3
Asset Size (Millions)	16	\$21.0	\$23.6	\$22.5	\$25.0

INTERNAL AUDITING OFFICER					
Base Salary	6	\$11,500	\$15,952	\$16,482	\$18,432
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,500	16,301	17,529	18,817
Age	6	27	37	38	44
Years with Present Bank	6	3	10	8	15
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	0	0	0	1
Asset Size (Millions)	6	\$21.5	\$25.5	\$27.0	\$27.5

OPERATIONS OFFICER-SR.					
Base Salary	27	\$18,000	\$21,660	\$21,000	\$25,024
Bonus	17	838	1,660	1,400	2,392
Total Compensation	27	18,750	22,705	22,000	26,700
Age	26	33	42	39	49
Years with Present Bank	27	2	9	7	12
Years in Position	27	1	4	2	5
No. of Employees Supervised	26	9	17	17	24
Asset Size (Millions)	27	\$20.5	\$23.8	\$24.0	\$27.0

OPERATIONS OFFICER-JR.					
Base Salary	17	\$13,950	\$16,131	\$15,800	\$18,042
Bonus	10	710	1,152	1,210	1,465
Total Compensation	17	14,964	16,809	15,900	18,984
Age	14	29	39	35	47
Years with Present Bank	17	5	9	7	10
Years in Position	17	2	4	3	5
No. of Employees Supervised	15	4	9	8	10
Asset Size (Millions)	17	\$21.5	\$24.4	\$24.0	\$27.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$30 TO \$39 MILLION

Of the 251 banks submitting data for the Mountain region, 26 banks were in the \$30 to \$39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager
Officer Trainee

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	26	\$42,800	\$50,687	\$46,000	\$54,950
Bonus	17	4,825	11,198	7,000	14,500
Total Compensation	26	45,000	58,009	54,250	61,295
Age	24	42	50	53	56
Years with Present Bank	26	5	14	11	21
Years in Position	25	3	8	5	13
No. of Employees Supervised	25	24	37	34	51
Asset Size (Millions)	26	\$30.5	\$34.3	\$33.5	\$38.0

SECOND RANKING OFFICER					
Base Salary	23	\$26,750	\$31,988	\$31,200	\$36,466
Bonus	14	1,625	5,143	4,019	5,500
Total Compensation	23	28,750	35,119	34,600	39,944
Age	22	36	43	42	46
Years with Present Bank	23	3	11	9	15
Years in Position	22	1	6	3	6
No. of Employees Supervised	22	5	24	15	43
Asset Size (Millions)	23	\$30.5	\$34.5	\$34.0	\$38.0

AGRICULTURAL LOAN OFFICER					
Base Salary	10	\$19,095	\$22,122	\$23,765	\$24,000
Bonus	6	1,550	2,872	3,150	3,540
Total Compensation	10	19,500	23,845	24,065	26,650
Age	10	30	39	40	44
Years with Present Bank	10	2	5	3	6
Years in Position	9	1	3	2	3
No. of Employees Supervised	9	0	1	1	1
Asset Size (Millions)	10	\$31.5	\$35.1	\$36.0	\$38.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	9	\$13,500	\$17,531	\$17,400	\$20,490
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,500	18,132	17,400	21,090
Age	9	32	41	41	46
Years with Present Bank	9	2	8	6	10
Years in Position	9	1	3	2	3
No. of Employees Supervised	8	0	3	1	2
Asset Size (Millions)	9	\$30.0	\$33.7	\$32.0	\$35.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	9	\$24,290	\$27,509	\$26,000	\$27,450
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,290	28,931	27,600	29,350
Age	9	36	46	48	50
Years with Present Bank	9	3	8	6	9
Years in Position	9	2	5	4	6
No. of Employees Supervised	9	1	6	3	7
Asset Size (Millions)	9	\$30.5	\$34.3	\$34.0	\$38.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	8	\$18,000	\$21,323	\$21,224	\$25,020
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,002	22,010	21,974	25,512
Age	8	31	35	34	36
Years with Present Bank	8	3	8	8	9
Years in Position	7	1	2	2	3
No. of Employees Supervised	8	0	3	3	4
Asset Size (Millions)	8	\$32.0	\$34.9	\$35.0	\$38.0

CONTROLLER					
Base Salary	8	\$21,000	\$24,221	\$24,250	\$26,868
Bonus	5	700	2,240	1,200	2,400
Total Compensation	8	22,400	25,621	25,734	27,600
Age	8	35	44	41	55
Years with Present Bank	8	4	12	8	12
Years in Position	8	3	7	4	5
No. of Employees Supervised	7	7	18	16	23
Asset Size (Millions)	8	\$30.0	\$34.4	\$33.5	\$38.0

GENERAL LOAN OFFICER					
Base Salary	10	\$17,200	\$21,983	\$22,500	\$24,000
Bonus	8	1,000	2,974	2,592	3,780
Total Compensation	10	18,600	24,362	24,053	27,327
Age	9	30	37	34	39
Years with Present Bank	10	3	7	5	8
Years in Position	10	1	4	3	4
No. of Employees Supervised	8	0	4	2	4
Asset Size (Millions)	10	\$30.0	\$33.1	\$31.5	\$36.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	9	\$13,050	\$13,956	\$13,740	\$14,730
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,300	14,433	14,240	14,730
Age	9	25	33	31	38
Years with Present Bank	9	2	4	3	6
Years in Position	9	1	2	2	3
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	\$31.0	\$34.7	\$36.0	\$36.5

INSTALMENT LOAN OFFICER-SR.					
Base Salary	17	\$17,724	\$21,028	\$20,500	\$21,696
Bonus	9	600	1,947	1,800	2,375
Total Compensation	17	19,050	22,059	20,800	22,571
Age	16	33	38	36	40
Years with Present Bank	17	4	6	5	8
Years in Position	17	2	4	3	5
No. of Employees Supervised	17	2	3	3	5
Asset Size (Millions)	17	\$32.5	\$35.7	\$36.0	\$38.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	11	\$14,200	\$16,908	\$16,000	\$17,770
Bonus	5	1,350	1,721	1,700	1,725
Total Compensation	11	15,100	17,690	16,188	18,000
Age	10	29	37	37	45
Years with Present Bank	11	3	7	7	9
Years in Position	10	1	3	3	3
No. of Employees Supervised	11	0	2	1	1
Asset Size (Millions)	11	\$33.5	\$36.2	\$36.0	\$38.0

INTERNAL AUDITING OFFICER					
Base Salary	11	\$13,440	\$16,042	\$16,020	\$17,640
Bonus	6	470	1,123	1,050	1,150
Total Compensation	11	13,990	16,655	16,020	18,740
Age	10	27	37	37	42
Years with Present Bank	11	3	8	6	11
Years in Position	11	1	2	2	3
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	11	\$30.0	\$35.0	\$36.0	\$38.0

GEOGRAPHIC REGION: 8
ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	8	\$16,000	\$19,819	\$20,300	\$23,400
Bonus		INSUFFICIENT DATA			
Total Compensation	8	17,600	20,644	20,600	23,400
Age	8	32	37	36	42
Years with Present Bank	8	4	7	5	8
Years in Position	8	2	4	4	4
No. of Employees Supervised	8	1	2	1	2
Asset Size (Millions)	8	\$32.0	\$36.0	\$37.0	\$38.0

OPERATIONS OFFICER-SR.					
Base Salary	19	\$18,860	\$21,632	\$21,000	\$24,800
Bonus	11	1,000	2,533	2,160	3,100
Total Compensation	19	19,263	23,098	22,880	25,250
Age	18	35	45	45	53
Years with Present Bank	19	4	14	11	19
Years in Position	18	1	5	3	6
No. of Employees Supervised	18	12	24	22	33
Asset Size (Millions)	19	\$30.0	\$34.3	\$34.0	\$38.0

OPERATIONS OFFICER-JR.					
Base Salary	14	\$13,800	\$15,666	\$15,500	\$17,080
Bonus	8	600	1,316	1,450	1,700
Total Compensation	14	14,100	16,418	16,690	18,350
Age	13	30	35	35	37
Years with Present Bank	14	3	7	5	10
Years in Position	14	1	2	2	3
No. of Employees Supervised	14	7	11	10	15
Asset Size (Millions)	14	\$30.0	\$34.8	\$36.0	\$38.0

PERSONNEL OFFICER					
Base Salary	9	\$16,100	\$18,783	\$18,600	\$19,860
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,400	19,856	19,158	20,250
Age	9	40	47	46	55
Years with Present Bank	9	3	11	5	20
Years in Position	9	1	2	1	3
No. of Employees Supervised	9	1	5	1	4
Asset Size (Millions)	9	\$30.0	\$34.9	\$37.0	\$38.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$40 TO \$49 MILLION

Of the 251 banks submitting data for the Mountain region, 25 banks were in the \$40 to \$49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Officer Trainee

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	25	\$45,000	\$55,954	\$50,820	\$59,000
Bonus	20	3,500	12,708	7,850	12,000
Total Compensation	25	48,150	66,121	59,720	66,553
Age	25	46	52	52	55
Years with Present Bank	25	9	17	12	20
Years in Position	25	4	9	7	13
No. of Employees Supervised	22	39	74	47	65
Asset Size (Millions)	25	\$43.5	\$46.2	\$46.0	\$47.5

SECOND RANKING OFFICER					
Base Salary	25	\$32,300	\$40,423	\$37,700	\$42,900
Bonus	16	2,000	7,626	3,400	10,000
Total Compensation	25	33,400	45,304	43,000	47,322
Age	24	35	46	44	53
Years with Present Bank	25	6	13	8	20
Years in Position	25	2	6	3	7
No. of Employees Supervised	22	15	58	37	43
Asset Size (Millions)	25	\$43.5	\$46.2	\$46.0	\$47.5

AGRICULTURAL LOAN OFFICER					
Base Salary	9	\$20,680	\$25,280	\$24,600	\$26,040
Bonus	5	823	2,079	1,500	2,275
Total Compensation	9	20,680	26,435	25,755	28,650
Age	8	31	41	38	49
Years with Present Bank	9	3	10	8	11
Years in Position	9	1	3	3	4
No. of Employees Supervised	6	1	6	5	7
Asset Size (Millions)	9	\$43.0	\$46.3	\$45.0	\$47.0

BRANCH MANAGER					
Base Salary	6	\$17,550	\$21,467	\$20,550	\$23,550
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,144	22,165	22,050	24,675
Age	6	30	35	35	37
Years with Present Bank	6	7	10	9	10
Years in Position	6	3	5	6	7
No. of Employees Supervised	6	4	10	9	12
Asset Size (Millions)	6	\$46.0	\$47.5	\$46.0	\$48.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	11	\$16,100	\$21,609	\$21,400	\$22,700
Bonus	5	305	803	707	854
Total Compensation	11	16,100	21,974	21,550	23,430
Age	10	34	44	43	51
Years with Present Bank	11	1	9	3	15
Years in Position	11	1	2	1	3
No. of Employees Supervised	10	0	2	1	4
Asset Size (Millions)	11	\$43.5	\$46.5	\$46.0	\$49.0

COMMERCIAL LOAN OFFICER-SR.

Base Salary	14	\$26,950	\$30,801	\$32,705	\$33,100
Bonus	11	615	2,704	1,980	3,500
Total Compensation	14	28,125	32,925	33,445	35,975
Age	13	33	41	41	44
Years with Present Bank	14	4	11	9	13
Years in Position	14	2	3	3	4
No. of Employees Supervised	13	4	11	8	13
Asset Size (Millions)	14	\$42.5	\$45.2	\$45.5	\$46.0

COMMERCIAL LOAN OFFICER-JR.

Base Salary	10	\$18,500	\$24,442	\$24,100	\$26,500
Bonus	6	293	1,653	1,342	1,997
Total Compensation	10	18,668	25,434	24,770	28,500
Age	10	33	38	38	42
Years with Present Bank	10	2	5	4	6
Years in Position	10	1	3	3	4
No. of Employees Supervised	9	0	5	1	7
Asset Size (Millions)	10	\$42.5	\$46.2	\$46.0	\$46.0

CONTROLLER

Base Salary	9	\$23,000	\$29,178	\$27,500	\$33,500
Bonus	6	269	2,004	1,743	2,850
Total Compensation	9	23,125	30,514	30,200	35,000
Age	9	33	37	35	37
Years with Present Bank	9	3	7	8	8
Years in Position	9	2	5	4	7
No. of Employees Supervised	9	3	20	8	29
Asset Size (Millions)	9	\$44.5	\$46.4	\$46.0	\$47.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
GENERAL LOAN OFFICER					
Base Salary	7	\$17,200	\$24,060	\$25,000	\$27,700
Bonus	5	763	1,895	2,000	2,400
Total Compensation	7	17,963	25,414	25,000	30,100
Age	7	29	46	45	50
Years with Present Bank	7	4	15	12	16
Years in Position	7	1	6	3	4
No. of Employees Supervised	6	1	5	5	6
Asset Size (Millions)	7	\$42.5	\$45.3	\$46.0	\$46.0

INSTALMENT LOAN COLLECTOR					
Base Salary	6	\$12,532	\$13,952	\$13,750	\$14,375
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,642	14,476	14,450	15,123
Age	6	30	34	32	35
Years with Present Bank	6	2	4	3	4
Years in Position	6	2	3	3	3
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	6	\$42.5	\$46.2	\$45.5	\$48.0

INSTALMENT LOAN OFFICER-SR.					
Base Salary	15	\$18,000	\$21,891	\$22,000	\$24,650
Bonus	9	788	1,487	1,110	1,925
Total Compensation	15	18,000	22,784	22,250	26,500
Age	14	35	40	39	45
Years with Present Bank	15	3	7	3	10
Years in Position	15	1	3	2	3
No. of Employees Supervised	12	2	6	4	7
Asset Size (Millions)	15	\$44.0	\$46.9	\$46.0	\$49.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	17	\$14,796	\$17,519	\$17,000	\$18,240
Bonus	7	448	1,088	1,100	1,325
Total Compensation	17	15,996	17,967	17,225	18,702
Age	16	26	30	29	33
Years with Present Bank	17	3	5	4	8
Years in Position	17	1	2	1	2
No. of Employees Supervised	15	0	3	3	4
Asset Size (Millions)	17	\$43.5	\$46.2	\$46.0	\$47.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER					
Base Salary	11	\$14,040	\$18,289	\$18,070	\$21,000
Bonus	6	223	853	500	1,013
Total Compensation	11	14,725	18,755	18,620	21,100
Age	10	29	39	37	46
Years with Present Bank	11	2	10	6	17
Years in Position	11	1	3	2	4
No. of Employees Supervised	9	0	1	1	1
Asset Size (Millions)	11	\$43.5	\$46.5	\$46.0	\$47.5

MORTGAGE LOAN OFFICER					
Base Salary	8	\$17,850	\$23,750	\$22,050	\$24,192
Bonus		INSUFFICIENT DATA			
Total Compensation	8	17,850	24,913	22,050	28,192
Age	7	31	41	41	42
Years with Present Bank	8	2	10	6	9
Years in Position	8	0	4	4	7
No. of Employees Supervised	7	1	3	2	4
Asset Size (Millions)	8	\$44.0	\$46.5	\$46.0	\$46.0

OPERATIONS OFFICER-SR.					
Base Salary	17	\$20,350	\$23,946	\$23,000	\$26,000
Bonus	11	793	2,587	1,900	3,050
Total Compensation	17	20,843	25,620	26,000	27,443
Age	16	29	38	38	41
Years with Present Bank	17	4	10	9	13
Years in Position	17	1	3	2	5
No. of Employees Supervised	14	12	25	25	35
Asset Size (Millions)	17	\$43.5	\$45.8	\$45.0	\$46.0

OPERATIONS OFFICER-JR.					
Base Salary	15	\$15,250	\$17,655	\$16,800	\$19,075
Bonus	9	450	962	1,100	1,350
Total Compensation	15	15,772	18,232	17,175	19,850
Age	15	37	45	45	53
Years with Present Bank	15	7	16	13	23
Years in Position	15	1	2	2	4
No. of Employees Supervised	14	4	14	14	20
Asset Size (Millions)	15	\$43.5	\$46.3	\$45.0	\$48.0

GEOGRAPHIC REGION: 3
ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER					
Base Salary	9	\$16,500	\$21,303	\$21,100	\$23,463
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,500	21,575	21,100	23,688
Age	8	30	41	41	42
Years with Present Bank	9	4	12	12	16
Years in Position	9	1	3	2	3
No. of Employees Supervised	8	0	13	3	6
Asset Size (Millions)	9	\$42.0	\$45.8	\$45.0	\$46.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$50 TO \$99 MILLION

Of the 251 banks submitting data for the Mountain region, 35 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Development Officer
Correspondent Bank Officer-Sr.

International Banking Officer-Sr.
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	35	\$50,250	\$59,289	\$57,500	\$63,000
Bonus	17	5,018	10,470	10,000	13,750
Total Compensation	35	54,250	64,374	62,150	69,500
Age	35	44	53	53	61
Years with Present Bank	35	7	18	17	27
Years in Position	35	3	7	6	9
No. of Employees Supervised	35	57	77	83	104
Asset Size (Millions)	35	\$61.5	\$78.6	\$81.0	\$90.0

ADVERTISING OFFICER					
Base Salary	10	\$15,248	\$21,140	\$17,350	\$21,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	15,998	21,533	17,370	22,400
Age	10	30	35	33	37
Years with Present Bank	10	3	8	6	8
Years in Position	10	1	5	3	4
No. of Employees Supervised	10	0	1	1	1
Asset Size (Millions)	10	\$66.0	\$79.2	\$76.5	\$90.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	13	\$19,325	\$31,660	\$27,100	\$36,180
Bonus		INSUFFICIENT DATA			
Total Compensation	13	19,325	33,256	27,100	36,300
Age	13	33	42	40	51
Years with Present Bank	13	4	14	11	18
Years in Position	13	2	4	3	5
No. of Employees Supervised	13	1	8	1	2
Asset Size (Millions)	13	\$72.5	\$81.0	\$80.0	\$90.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	7	\$24,352	\$37,891	\$37,200	\$44,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	24,552	38,806	42,336	44,000
Age	7	35	43	41	48
Years with Present Bank	7	4	14	13	21
Years in Position	7	2	3	2	3
No. of Employees Supervised	7	4	60	70	98
Asset Size (Millions)	7	\$56.5	\$81.0	\$89.0	\$90.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	5	\$23,130	\$27,704	\$26,160	\$28,980
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,880	28,004	26,160	28,980
Age	5	36	41	39	42
Years with Present Bank	5	4	13	7	16
Years in Position	5	3	8	4	9
No. of Employees Supervised	5	11	17	18	19
Asset Size (Millions)	5	\$71.5	\$83.6	\$88.0	\$89.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	5	\$15,090	\$19,793	\$19,500	\$21,942
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,090	20,093	19,500	22,200
Age	5	37	41	39	41
Years with Present Bank	5	3	11	10	12
Years in Position	5	2	4	3	5
No. of Employees Supervised	5	7	8	7	8
Asset Size (Millions)	5	\$59.5	\$78.8	\$88.0	\$89.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	7	\$20,352	\$29,972	\$29,000	\$36,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	20,411	31,275	29,000	36,000
Age	7	37	46	43	49
Years with Present Bank	7	2	12	8	17
Years in Position	7	1	4	2	5
No. of Employees Supervised	7	1	5	3	6
Asset Size (Millions)	7	\$64.5	\$81.6	\$89.0	\$90.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	26	\$29,150	\$32,895	\$32,700	\$35,850
Bonus	5	2,700	4,210	5,760	5,893
Total Compensation	26	29,750	33,820	33,780	37,500
Age	26	36	45	44	54
Years with Present Bank	26	4	13	9	17
Years in Position	26	1	4	2	5
No. of Employees Supervised	26	4	8	6	8
Asset Size (Millions)	26	\$63.0	\$80.1	\$82.5	\$91.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER					
Base Salary	32	\$23,500	\$26,949	\$25,470	\$28,400
Bonus	5	4,554	5,394	5,000	5,181
Total Compensation	32	23,650	27,192	25,750	28,800
Age	32	35	44	42	52
Years with Present Bank	32	2	10	5	15
Years in Position	32	2	5	3	5
No. of Employees Supervised	32	0	1	0	1
Asset Size (Millions)	32	\$61.0	\$77.8	\$79.5	\$90.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	18	\$17,140	\$20,358	\$20,090	\$21,813
Bonus		INSUFFICIENT DATA			
Total Compensation	18	17,140	20,796	20,188	21,813
Age	18	30	34	32	38
Years with Present Bank	18	2	5	3	6
Years in Position	18	1	2	2	2
No. of Employees Supervised	18	0	0	0	0
Asset Size (Millions)	18	\$63.0	\$79.0	\$79.5	\$93.5

EDP OFFICER-SR.					
Base Salary	6	\$20,100	\$24,947	\$25,442	\$26,798
Bonus		INSUFFICIENT DATA			
Total Compensation	6	20,100	25,219	26,259	26,798
Age	6	26	34	33	34
Years with Present Bank	6	1	6	4	6
Years in Position	6	1	5	2	4
No. of Employees Supervised	6	2	5	6	6
Asset Size (Millions)	6	\$68.0	\$83.8	\$90.0	\$90.0

FINANCIAL OFFICER-SR.					
Base Salary	11	\$19,550	\$25,413	\$26,300	\$28,050
Bonus		INSUFFICIENT DATA			
Total Compensation	11	20,580	25,900	26,300	28,050
Age	11	33	40	39	44
Years with Present Bank	11	4	12	10	18
Years in Position	11	1	5	4	7
No. of Employees Supervised	11	2	10	5	9
Asset Size (Millions)	11	\$73.5	\$83.4	\$88.0	\$90.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	10	\$11,932	\$15,215	\$15,300	\$16,700
Bonus		INSUFFICIENT DATA			
Total Compensation	10	11,932	15,456	15,300	16,700
Age	10	31	37	37	38
Years with Present Bank	10	2	4	3	5
Years in Position	10	1	2	2	3
No. of Employees Supervised	10	0	2	2	3
Asset Size (Millions)	10	\$69.5	\$82.7	\$89.0	\$90.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	31	\$20,700	\$25,941	\$24,800	\$31,690
Bonus	5	2,584	3,874	3,900	4,350
Total Compensation	31	20,700	26,566	26,040	31,850
Age	31	36	44	44	51
Years with Present Bank	31	4	12	11	17
Years in Position	31	2	6	4	6
No. of Employees Supervised	31	5	7	7	8
Asset Size (Millions)	31	\$63.0	\$79.0	\$81.0	\$90.0

INSTALMENT LOAN OFFICER					
Base Salary	33	\$15,850	\$18,607	\$17,400	\$19,500
Bonus	6	1,635	3,484	2,967	3,780
Total Compensation	33	15,850	19,240	17,900	21,454
Age	33	31	39	36	41
Years with Present Bank	33	4	9	6	14
Years in Position	33	1	5	3	4
No. of Employees Supervised	32	0	1	0	1
Asset Size (Millions)	33	\$61.5	\$78.5	\$81.0	\$90.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	18	\$16,600	\$19,543	\$18,834	\$22,150
Bonus		INSUFFICIENT DATA			
Total Compensation	18	16,900	19,908	19,602	22,250
Age	18	32	40	39	45
Years with Present Bank	18	3	8	7	12
Years in Position	18	1	4	2	5
No. of Employees Supervised	18	0	1	1	1
Asset Size (Millions)	18	\$59.5	\$73.7	\$71.5	\$89.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
LOAN REVIEW OFFICER					
Base Salary	5	\$19,570	\$21,580	\$22,800	\$22,830
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,570	21,580	22,800	22,830
Age	5	28	34	32	36
Years with Present Bank	5	2	5	2	3
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	\$73.5	\$85.6	\$88.0	\$91.0

MARKETING DIRECTOR					
Base Salary	17	\$17,128	\$22,173	\$20,808	\$25,450
Bonus		INSUFFICIENT DATA			
Total Compensation	17	17,678	22,697	21,600	27,040
Age	17	34	45	47	52
Years with Present Bank	17	4	10	8	12
Years in Position	17	1	4	2	5
No. of Employees Supervised	17	0	2	1	1
Asset Size (Millions)	17	\$69.5	\$82.5	\$90.0	\$93.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	16	\$24,300	\$27,775	\$27,000	\$28,200
Bonus		INSUFFICIENT DATA			
Total Compensation	16	24,300	28,068	27,000	29,000
Age	16	39	46	43	56
Years with Present Bank	16	4	11	12	14
Years in Position	16	2	5	4	7
No. of Employees Supervised	16	2	5	4	5
Asset Size (Millions)	16	\$79.0	\$84.8	\$88.0	\$95.0

MORTGAGE LOAN OFFICER					
Base Salary	19	\$16,100	\$20,516	\$19,300	\$23,450
Bonus		INSUFFICIENT DATA			
Total Compensation	19	16,100	20,656	21,902	23,450
Age	19	31	39	36	45
Years with Present Bank	19	3	9	8	13
Years in Position	19	2	3	2	4
No. of Employees Supervised	17	0	2	1	2
Asset Size (Millions)	19	\$63.0	\$79.7	\$81.0	\$91.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	\$14,500	\$16,953	\$17,100	\$19,220
Bonus		INSUFFICIENT DATA			
Total Compensation	8	14,500	16,953	17,100	19,220
Age	8	34	36	35	36
Years with Present Bank	8	4	7	6	10
Years in Position	8	1	2	2	2
No. of Employees Supervised	6	0	1	1	2
Asset Size (Millions)	8	\$59.0	\$73.6	\$69.5	\$81.0

NEW ACCOUNTS OFFICER					
Base Salary	14	\$13,550	\$17,897	\$16,038	\$20,550
Bonus		INSUFFICIENT DATA			
Total Compensation	14	13,550	18,205	16,150	21,250
Age	14	31	42	39	49
Years with Present Bank	14	6	14	10	22
Years in Position	14	1	5	3	8
No. of Employees Supervised	14	3	5	4	6
Asset Size (Millions)	14	\$63.0	\$80.1	\$84.5	\$90.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	5	\$10,092	\$11,982	\$11,430	\$12,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,147	12,034	11,530	12,700
Age	6	24	29	29	31
Years with Present Bank	6	1	1	1	1
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	\$68.5	\$80.5	\$80.5	\$85.5

OPERATIONS OFFICER-SR.					
Base Salary	31	\$22,110	\$27,131	\$27,000	\$31,850
Bonus	7	1,946	4,644	4,800	5,775
Total Compensation	31	22,472	28,180	27,900	32,854
Age	31	34	42	41	49
Years with Present Bank	31	4	12	8	18
Years in Position	31	1	5	3	6
No. of Employees Supervised	30	10	34	30	55
Asset Size (Millions)	31	\$61.5	\$77.8	\$80.0	\$90.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER-SR.					
Base Salary	24	\$15,300	\$19,208	\$19,250	\$21,420
Bonus		INSUFFICIENT DATA			
Total Compensation	24	15,750	19,382	19,250	21,480
Age	24	30	41	39	48
Years with Present Bank	24	3	8	5	11
Years in Position	24	2	3	3	4
No. of Employees Supervised	23	1	3	1	2
Asset Size (Millions)	24	\$64.0	\$81.5	\$89.5	\$93.0

SECURITY OFFICER-SR.					
Base Salary	7	\$17,800	\$22,217	\$20,820	\$25,475
Bonus		INSUFFICIENT DATA			
Total Compensation	7	17,800	22,515	22,200	25,826
Age	7	39	49	48	56
Years with Present Bank	7	5	14	12	20
Years in Position	7	2	6	4	7
No. of Employees Supervised	7	1	7	2	3
Asset Size (Millions)	7	\$66.0	\$79.7	\$81.0	\$86.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	13	\$26,400	\$36,177	\$34,000	\$40,050
Bonus		INSUFFICIENT DATA			
Total Compensation	13	29,040	37,176	37,000	40,550
Age	13	38	45	43	48
Years with Present Bank	13	5	10	10	11
Years in Position	13	3	8	8	10
No. of Employees Supervised	13	3	4	3	5
Asset Size (Millions)	13	\$78.5	\$85.5	\$90.0	\$93.5

TRUST OPERATIONS MANAGER					
Base Salary	10	\$13,150	\$16,180	\$16,225	\$17,164
Bonus		INSUFFICIENT DATA			
Total Compensation	10	13,150	16,418	16,225	18,354
Age	10	28	41	42	53
Years with Present Bank	10	3	11	9	16
Years in Position	10	2	5	3	6
No. of Employees Supervised	10	1	2	3	3
Asset Size (Millions)	10	\$70.0	\$82.8	\$88.5	\$91.5

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$100 TO \$249 MILLION

Of the 251 banks submitting data for the Mountain region, 25 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	25	\$60,000	\$69,062	\$67,700	\$73,250
Bonus	10	4,664	23,312	11,787	30,779
Total Compensation	25	63,624	78,387	73,900	82,674
Age	25	48	54	55	58
Years with Present Bank	25	11	19	18	24
Years in Position	25	3	7	6	8
No. of Employees Supervised	25	125	137	147	162
Asset Size (Millions)	25	\$112.5	\$132.4	\$123.0	\$147.0

ADVERTISING OFFICER					
Base Salary	10	\$18,840	\$28,050	\$27,966	\$32,496
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,840	29,925	29,738	33,416
Age	10	33	43	44	49
Years with Present Bank	10	3	6	4	9
Years in Position	10	2	3	3	3
No. of Employees Supervised	10	0	1	0	2
Asset Size (Millions)	10	\$105.5	\$139.2	\$127.0	\$175.0

BANK INVESTMENT OFFICER-SR.					
Base Salary	16	\$26,352	\$36,897	\$36,100	\$42,500
Bonus	6	1,338	3,652	3,688	4,288
Total Compensation	16	26,520	38,267	36,100	45,280
Age	16	39	46	45	53
Years with Present Bank	16	13	17	17	24
Years in Position	16	2	5	5	7
No. of Employees Supervised	16	1	30	6	24
Asset Size (Millions)	16	\$108.0	\$133.3	\$122.5	\$157.0

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	14	\$35,325	\$43,875	\$45,000	\$49,010
Bonus	9	3,600	11,951	5,138	7,334
Total Compensation	14	36,730	51,558	49,675	51,595
Age	14	43	47	45	50
Years with Present Bank	14	2	14	15	23
Years in Position	14	1	3	2	5
No. of Employees Supervised	13	18	87	85	136
Asset Size (Millions)	14	\$110.0	\$138.5	\$123.5	\$170.0

GEOGRAPHIC REGION: 8
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	5	\$31,600	\$36,151	\$36,400	\$38,150
Bonus		INSUFFICIENT DATA			
Total Compensation	5	31,600	38,172	39,158	41,702
Age	5	46	51	52	52
Years with Present Bank	5	12	16	13	15
Years in Position	5	3	5	3	5
No. of Employees Supervised	5	19	37	38	44
Asset Size (Millions)	5	\$109.0	\$147.2	\$157.0	\$166.0

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	12	\$22,500	\$26,644	\$27,120	\$31,800
Bonus	6	2,225	2,636	2,617	2,775
Total Compensation	12	23,200	27,962	28,585	33,000
Age	12	42	48	47	52
Years with Present Bank	12	5	13	10	18
Years in Position	12	1	5	3	9
No. of Employees Supervised	12	12	15	14	18
Asset Size (Millions)	12	\$113.0	\$138.8	\$123.5	\$165.0

BRANCH MANAGER-SMALL(-10)					
Base Salary	11	\$13,300	\$20,764	\$22,000	\$25,050
Bonus	6	913	1,667	1,778	2,078
Total Compensation	11	13,863	21,674	22,000	26,828
Age	11	29	37	34	43
Years with Present Bank	11	3	9	6	9
Years in Position	11	1	4	2	7
No. of Employees Supervised	11	4	7	7	9
Asset Size (Millions)	11	\$112.5	\$140.8	\$125.0	\$170.0

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	8	\$20,000	\$28,390	\$26,400	\$33,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	20,000	28,390	26,400	33,600
Age	8	34	51	48	64
Years with Present Bank	8	1	6	3	6
Years in Position	8	1	3	2	2
No. of Employees Supervised	8	0	1	1	2
Asset Size (Millions)	8	\$103.0	\$126.9	\$118.0	\$123.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BUSINESS DEVELOPMENT OFFICER					
Base Salary	8	\$16,000	\$22,383	\$19,350	\$28,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,000	22,383	19,350	28,000
Age	8	31	42	38	46
Years with Present Bank	8	2	4	3	3
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	1	0	0
Asset Size (Millions)	8	\$103.0	\$130.0	\$128.0	\$144.0

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	11	\$15,300	\$26,941	\$23,388	\$34,350
Bonus	5	2,089	4,055	2,500	3,300
Total Compensation	11	16,370	28,784	23,388	35,600
Age	10	30	41	40	49
Years with Present Bank	10	3	11	6	11
Years in Position	11	1	3	2	4
No. of Employees Supervised	11	2	13	6	8
Asset Size (Millions)	11	\$110.0	\$141.4	\$123.0	\$175.0

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	19	\$32,670	\$36,735	\$36,000	\$38,500
Bonus		INSUFFICIENT DATA			
Total Compensation	19	32,670	38,789	36,900	42,990
Age	19	37	45	41	52
Years with Present Bank	19	3	11	9	17
Years in Position	19	1	4	2	5
No. of Employees Supervised	19	5	8	8	10
Asset Size (Millions)	19	\$110.5	\$129.3	\$123.0	\$137.5

COMMERCIAL LOAN OFFICER					
Base Salary	25	\$24,050	\$27,004	\$26,000	\$29,050
Bonus	6	840	2,741	2,623	3,443
Total Compensation	25	24,050	27,662	27,500	30,750
Age	25	35	43	41	49
Years with Present Bank	25	3	8	6	10
Years in Position	25	2	4	3	5
No. of Employees Supervised	25	0	1	0	2
Asset Size (Millions)	25	\$112.5	\$132.4	\$123.0	\$147.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	16	\$18,000	\$19,903	\$18,798	\$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	16	18,000	20,058	19,158	20,300
Age	16	28	32	30	33
Years with Present Bank	16	2	5	4	6
Years in Position	16	1	2	2	2
No. of Employees Supervised	16	0	1	0	0
Asset Size (Millions)	16	\$115.0	\$135.8	\$124.0	\$150.0

EDP OFFICER-SR.					
Base Salary	12	\$27,500	\$31,451	\$29,531	\$36,000
Bonus	5	1,950	2,704	2,435	2,484
Total Compensation	12	27,500	32,577	32,264	37,500
Age	12	35	40	39	44
Years with Present Bank	12	2	6	4	11
Years in Position	12	1	3	3	4
No. of Employees Supervised	12	3	12	7	15
Asset Size (Millions)	12	\$107.0	\$134.1	\$120.0	\$165.0

FINANCIAL OFFICER-SR.					
Base Salary	20	\$23,580	\$30,913	\$27,360	\$36,180
Bonus	9	1,640	5,276	6,000	6,792
Total Compensation	20	23,600	33,287	28,110	44,114
Age	20	36	42	41	50
Years with Present Bank	20	4	11	8	17
Years in Position	20	1	4	3	5
No. of Employees Supervised	20	3	9	4	8
Asset Size (Millions)	20	\$108.0	\$128.8	\$121.5	\$144.0

INSTALLMENT LOAN COLLECTION MANAGER					
Base Salary	13	\$13,585	\$17,726	\$19,200	\$20,560
Bonus		INSUFFICIENT DATA			
Total Compensation	13	13,585	17,860	19,200	21,240
Age	13	35	44	43	49
Years with Present Bank	13	2	6	5	9
Years in Position	13	1	3	1	2
No. of Employees Supervised	13	1	3	3	4
Asset Size (Millions)	13	\$112.5	\$129.5	\$123.0	\$140.0

GEOGRAPHIC REGION: 8
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	21	\$20,640	\$26,688	\$26,300	\$29,778
Bonus	7	800	4,553	1,900	4,493
Total Compensation	21	21,300	28,205	26,500	30,880
Age	21	36	44	42	49
Years with Present Bank	21	3	9	7	13
Years in Position	21	1	4	2	3
No. of Employees Supervised	21	4	8	7	12
Asset Size (Millions)	21	\$112.5	\$132.8	\$122.0	\$147.0

INSTALMENT LOAN OFFICER					
Base Salary	21	\$16,536	\$17,633	\$17,580	\$18,100
Bonus		INSUFFICIENT DATA			
Total Compensation	21	16,536	17,997	17,580	18,336
Age	21	34	38	37	40
Years with Present Bank	21	4	7	5	9
Years in Position	21	1	3	2	3
No. of Employees Supervised	21	0	2	0	2
Asset Size (Millions)	21	\$110.5	\$129.8	\$122.0	\$137.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	18	\$18,560	\$24,294	\$23,910	\$28,420
Bonus	7	1,718	2,021	1,900	2,105
Total Compensation	18	19,450	25,080	24,778	28,862
Age	18	31	39	35	44
Years with Present Bank	18	3	7	7	13
Years in Position	18	1	4	3	5
No. of Employees Supervised	18	2	2	2	3
Asset Size (Millions)	18	\$112.5	\$132.1	\$122.5	\$140.5

LOAN REVIEW OFFICER					
Base Salary	7	\$16,300	\$19,501	\$18,000	\$19,372
Bonus		INSUFFICIENT DATA			
Total Compensation	7	17,043	19,713	18,000	19,372
Age	7	29	34	31	39
Years with Present Bank	7	3	5	5	6
Years in Position	7	1	2	2	2
No. of Employees Supervised	7	0	3	2	4
Asset Size (Millions)	7	\$117.5	\$148.0	\$150.0	\$166.0

GEOGRAPHIC REGION: 8
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MARKETING DIRECTOR					
Base Salary	14	\$22,350	\$26,180	\$25,700	\$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	14	22,410	26,449	25,700	30,670
Age	14	34	42	42	46
Years with Present Bank	14	2	7	4	10
Years in Position	14	2	5	3	7
No. of Employees Supervised	14	1	2	2	2
Asset Size (Millions)	14	\$114.0	\$125.9	\$122.5	\$130.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	19	\$26,660	\$32,373	\$30,500	\$35,300
Bonus	6	1,763	6,257	3,388	6,500
Total Compensation	19	28,088	34,349	30,500	35,300
Age	19	34	42	42	49
Years with Present Bank	19	3	9	5	14
Years in Position	19	2	5	3	6
No. of Employees Supervised	19	3	7	4	9
Asset Size (Millions)	19	\$110.5	\$137.2	\$130.0	\$161.0

MORTGAGE LOAN OFFICER					
Base Salary	16	\$18,700	\$23,037	\$22,800	\$25,320
Bonus		INSUFFICIENT DATA			
Total Compensation	16	18,700	23,211	22,800	25,320
Age	16	31	39	37	46
Years with Present Bank	16	2	6	4	9
Years in Position	16	2	4	3	5
No. of Employees Supervised	16	0	1	1	2
Asset Size (Millions)	16	\$115.0	\$134.2	\$124.0	\$150.0

MORTGAGE LOAN OFFICER-JR.					
Base Salary	14	\$13,620	\$15,990	\$16,450	\$16,983
Bonus		INSUFFICIENT DATA			
Total Compensation	14	13,650	16,113	16,750	17,083
Age	14	34	42	44	50
Years with Present Bank	14	1	6	5	10
Years in Position	14	1	2	2	2
No. of Employees Supervised	14	0	1	1	1
Asset Size (Millions)	14	\$118.0	\$138.6	\$130.0	\$161.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	10	\$14,490	\$16,539	\$16,410	\$17,300
Bonus		INSUFFICIENT DATA			
Total Compensation	10	14,865	16,614	16,410	17,300
Age	10	28	41	35	49
Years with Present Bank	10	3	10	5	15
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	0	4	4	7
Asset Size (Millions)	10	\$121.5	\$136.6	\$127.5	\$147.0

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	5	\$11,100	\$12,440	\$12,000	\$12,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,100	12,440	12,000	12,750
Age		INSUFFICIENT DATA			
Years with Present Bank	5	0	1	1	1
Years in Position	5	0	1	1	1
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$108.0	\$135.4	\$121.0	\$143.0

OPERATIONS OFFICER-SR.					
Base Salary	24	\$27,600	\$32,006	\$32,550	\$34,224
Bonus	7	1,450	5,079	3,133	4,764
Total Compensation	24	27,600	33,487	34,046	37,133
Age	24	36	42	40	48
Years with Present Bank	24	2	10	5	17
Years in Position	24	1	5	3	6
No. of Employees Supervised	24	7	43	39	60
Asset Size (Millions)	24	\$112.0	\$131.3	\$122.5	\$144.0

PERSONNEL OFFICER-SR.					
Base Salary	22	\$18,180	\$23,003	\$22,100	\$25,600
Bonus		INSUFFICIENT DATA			
Total Compensation	22	18,600	23,437	22,100	25,600
Age	22	35	42	41	49
Years with Present Bank	22	3	7	6	7
Years in Position	22	1	3	2	3
No. of Employees Supervised	22	1	14	2	4
Asset Size (Millions)	22	\$112.5	\$134.3	\$126.5	\$153.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
SECURITY OFFICER-SR.					
Base Salary	8	\$21,000	\$22,668	\$21,810	\$24,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	21,000	22,730	21,810	24,000
Age	8	34	41	41	46
Years with Present Bank	8	7	10	9	12
Years in Position	8	1	3	2	5
No. of Employees Supervised	8	0	2	2	2
Asset Size (Millions)	8	\$113.0	\$140.4	\$133.5	\$165.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	20	\$31,000	\$35,082	\$35,038	\$37,500
Bonus	6	1,538	5,185	3,245	3,695
Total Compensation	20	31,296	36,638	35,038	39,600
Age	20	37	45	46	48
Years with Present Bank	20	4	9	7	9
Years in Position	20	3	6	5	6
No. of Employees Supervised	20	3	7	6	9
Asset Size (Millions)	20	\$112.0	\$133.1	\$124.0	\$150.0

TRUST OPERATIONS MANAGER					
Base Salary	19	\$16,450	\$20,817	\$19,248	\$23,160
Bonus		INSUFFICIENT DATA			
Total Compensation	19	16,950	21,168	19,248	23,160
Age	19	32	38	36	41
Years with Present Bank	19	2	7	6	8
Years in Position	19	1	4	3	6
No. of Employees Supervised	19	2	3	3	5
Asset Size (Millions)	19	\$107.5	\$133.4	\$125.0	\$153.5

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$250 TO \$499 MILLION

Of the 251 banks submitting data for the Mountain region, six banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Bank Investment Officer-Sr.
Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Branch Manager-Small (-10)
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department
Manager
Commercial Loan Officer-Jr.
Correspondent Bank Officer-Sr.

EDP Officer-Sr.
Internal Auditing Officer-Sr.
International Banking Officer-Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	6	\$81,500	\$84,917	\$83,250	\$84,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	81,500	87,000	83,250	89,500
Age	6	49	54	55	57
Years with Present Bank	6	5	20	25	27
Years in Position	6	3	6	5	6
No. of Employees Supervised	6	99	229	257	297
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	6	\$35,750	\$41,687	\$42,250	\$44,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	37,610	42,307	42,250	44,000
Age	6	36	46	44	53
Years with Present Bank	6	1	13	10	20
Years in Position	6	1	4	3	5
No. of Employees Supervised	6	9	23	17	21
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

COMMERCIAL LOAN OFFICER					
Base Salary	6	\$25,880	\$29,143	\$27,500	\$29,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,880	29,558	28,745	31,045
Age	6	33	43	42	48
Years with Present Bank	6	3	15	16	23
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	0	2	0	1
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

FINANCIAL OFFICER-SR.					
Base Salary	6	\$23,910	\$34,912	\$36,700	\$39,825
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,020	35,282	36,700	39,825
Age	6	40	52	53	57
Years with Present Bank	6	4	16	9	21
Years in Position	6	2	5	7	9
No. of Employees Supervised	6	3	12	13	18
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	5	\$15,510	\$18,804	\$20,100	\$20,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,510	18,804	20,100	20,250
Age	5	31	42	42	47
Years with Present Bank	5	2	3	4	4
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	6	8	8	9
Asset Size (Millions)	5	\$259.5	\$277.4	\$285.0	\$287.5

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	6	\$27,000	\$33,125	\$32,500	\$37,200
Bonus		INSUFFICIENT DATA			
Total Compensation	6	27,000	33,452	33,480	37,200
Age	6	36	47	47	51
Years with Present Bank	6	6	16	16	19
Years in Position	6	1	4	2	5
No. of Employees Supervised	6	23	36	32	43
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

INSTALMENT LOAN OFFICER					
Base Salary	5	\$17,500	\$19,640	\$19,200	\$20,100
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,500	20,026	19,200	20,100
Age	5	34	44	43	45
Years with Present Bank	5	3	8	11	12
Years in Position	5	1	3	4	5
No. of Employees Supervised	5	2	7	4	6
Asset Size (Millions)	5	\$272.0	\$284.0	\$290.0	\$291.5

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	\$26,090	\$30,236	\$32,000	\$32,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,090	30,236	32,000	32,500
Age	5	34	43	40	45
Years with Present Bank	5	2	8	6	6
Years in Position	5	0	2	1	2
No. of Employees Supervised	5	5	10	7	10
Asset Size (Millions)	5	\$259.5	\$277.4	\$285.0	\$287.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	5	\$20,010	\$22,544	\$23,000	\$23,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,010	23,040	23,000	23,500
Age	5	37	42	39	43
Years with Present Bank	5	2	4	3	4
Years in Position	5	2	2	2	3
No. of Employees Supervised	5	0	5	5	6
Asset Size (Millions)	5	\$272.5	\$284.2	\$290.0	\$291.5

OPERATIONS OFFICER-SR.					
Base Salary	6	\$21,285	\$32,495	\$33,950	\$37,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,285	33,097	35,755	39,305
Age	6	41	46	47	48
Years with Present Bank	6	4	12	12	18
Years in Position	6	2	4	4	4
No. of Employees Supervised	6	35	76	74	98
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

PERSONNEL OFFICER-SR.					
Base Salary	6	\$21,950	\$28,593	\$30,500	\$31,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	23,175	29,002	30,500	31,250
Age	6	35	48	50	54
Years with Present Bank	6	2	10	8	14
Years in Position	6	2	7	6	8
No. of Employees Supervised	6	4	6	5	5
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	6	\$33,900	\$38,550	\$38,750	\$41,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	33,900	39,173	40,250	43,000
Age	6	39	47	48	52
Years with Present Bank	6	2	15	17	19
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	15	22	23	25
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST OPERATIONS MANAGER					
Base Salary	6	\$14,407	\$19,119	\$18,700	\$21,450
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,762	19,237	18,700	21,450
Age	6	33	45	45	52
Years with Present Bank	6	5	15	9	20
Years in Position	6	1	4	5	5
No. of Employees Supervised	6	3	8	9	11
Asset Size (Millions)	6	\$259.5	\$280.0	\$287.5	\$291.5

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$500 TO \$999 MILLION

Of the 251 banks submitting data for the Mountain region, three banks were in the \$500 to \$999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 35 positions in this asset size category.

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: \$1 BILLION AND OVER

Of the 251 banks submitting data for the Mountain region, six banks were in the \$1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer	International Banking Officer-Sr.
Branch Administration Officer-Sr.	Loan Review Officer
Business Development Officer-Sr.	Mortgage Loan Officer
Business Development Officer	Mortgage Loan Officer-Jr.
Commercial Loan Officer-Jr.	Officer Trainee-Master's Degree
Correspondent Bank Officer-Sr.	Officer Trainee-Bachelor's Degree

GEOGRAPHIC REGION: 8
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	6	\$145,000	\$175,567	\$155,700	\$175,800
Bonus	5	28,990	51,285	50,000	55,769
Total Compensation	6	153,940	218,305	221,750	235,403
Age	6	54	61	62	64
Years with Present Bank	6	23	33	33	40
Years in Position	6	3	7	5	9
No. of Employees Supervised	6	699	2,505	2,116	2,336
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

BANK INVESTMENT OFFICER-SR.

Base Salary	6	\$39,650	\$65,035	\$68,450	\$72,000
Bonus	5	5,433	13,464	15,000	15,966
Total Compensation	6	45,083	76,255	75,950	86,416
Age	6	37	48	50	53
Years with Present Bank	6	9	19	18	23
Years in Position	6	2	7	7	10
No. of Employees Supervised	6	9	35	17	44
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

BRANCH MANAGER-LARGE(31+)

Base Salary	5	\$27,893	\$35,831	\$38,000	\$40,240
Bonus		INSUFFICIENT DATA			
Total Compensation	5	29,731	39,993	41,388	42,138
Age	5	37	46	43	46
Years with Present Bank	5	7	14	11	16
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	31	47	37	41
Asset Size (Millions)	5	\$1,799.5	\$2,866.4	\$2,000.0	\$2,500.0

BRANCH MANAGER-MEDIUM(10-30)

Base Salary	5	\$22,723	\$27,611	\$26,000	\$29,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,823	30,599	28,740	31,326
Age	5	38	45	47	48
Years with Present Bank	5	10	17	19	21
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	14	19	20	21
Asset Size (Millions)	5	\$1,799.5	\$2,866.4	\$2,000.0	\$2,500.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-SMALL (-10)					
Base Salary	5	\$18,070	\$22,288	\$21,000	\$24,030
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,225	23,190	21,000	24,030
Age	5	33	36	36	36
Years with Present Bank	5	6	12	9	11
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	8	8	8	8
Asset Size (Millions)	5	\$1,799.5	\$2,866.4	\$2,000.0	\$2,500.0

COMMERCIAL CREDIT DEPT. MANAGER

Base Salary	5	\$24,891	\$33,425	\$35,000	\$35,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,891	34,554	35,000	35,500
Age	5	33	43	48	49
Years with Present Bank	5	4	9	6	9
Years in Position	5	3	4	4	5
No. of Employees Supervised	5	7	17	23	24
Asset Size (Millions)	5	\$1,795.0	\$2,864.6	\$2,000.0	\$2,500.0

COMMERCIAL LOAN DEPT. MANAGER

Base Salary	6	\$35,560	\$47,921	\$49,500	\$51,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,560	52,015	54,683	57,149
Age	6	39	43	44	44
Years with Present Bank	6	8	12	12	15
Years in Position	5	2	4	2	3
No. of Employees Supervised	6	2	17	17	27
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

COMMERCIAL LOAN OFFICER

Base Salary	5	\$24,675	\$30,289	\$28,800	\$30,900
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,675	30,489	29,800	31,400
Age	5	34	41	38	41
Years with Present Bank	5	4	7	6	6
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	0	1	0	1
Asset Size (Millions)	5	\$1,795.0	\$2,864.6	\$2,000.0	\$2,500.0

GEOGRAPHIC REGION: 8
ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
EDP OFFICER-SR.					
Base Salary	5	\$38,000	\$44,008	\$40,419	\$42,170
Bonus		INSUFFICIENT DATA			
Total Compensation	5	38,000	45,465	40,419	42,170
Age	5	36	41	41	43
Years with Present Bank	5	3	8	9	11
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	15	268	356	366
Asset Size (Millions)	5	\$1,799.5	\$2,866.4	\$2,000.0	\$2,500.0

FINANCIAL OFFICER-SR.					
Base Salary	6	\$40,998	\$62,144	\$51,930	\$63,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	43,186	69,834	59,762	66,082
Age	6	43	48	50	50
Years with Present Bank	6	4	10	10	13
Years in Position	6	1	4	2	4
No. of Employees Supervised	6	8	51	18	31
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	5	\$19,962	\$24,397	\$21,560	\$25,030
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,962	25,037	24,760	26,630
Age	5	36	41	41	44
Years with Present Bank	5	8	11	11	11
Years in Position	5	2	4	3	4
No. of Employees Supervised	5	10	27	14	23
Asset Size (Millions)	5	\$1,795.0	\$2,644.4	\$1,899.0	\$1,949.5

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	6	\$25,285	\$36,085	\$35,450	\$42,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,285	38,131	35,450	44,788
Age	6	39	44	43	46
Years with Present Bank	6	8	16	15	19
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	26	63	52	74
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER					
Base Salary	5	\$15,258	\$17,959	\$17,580	\$18,290
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,258	17,959	17,580	18,290
Age	5	27	35	34	36
Years with Present Bank	5	5	8	7	7
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	5	\$1,795.0	\$2,864.6	\$2,000.0	\$2,500.0

INTERNAL AUDITING OFFICER-SR.					
Base Salary	5	\$31,900	\$42,473	\$41,208	\$43,534
Bonus		INSUFFICIENT DATA			
Total Compensation	5	33,650	45,185	43,708	44,784
Age	5	37	45	48	48
Years with Present Bank	5	5	14	12	14
Years in Position	5	4	8	6	9
No. of Employees Supervised	5	14	31	26	36
Asset Size (Millions)	5	\$1,799.5	\$2,866.4	\$2,000.0	\$2,500.0

MARKETING DIRECTOR					
Base Salary	6	\$35,140	\$43,132	\$41,804	\$44,052
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,140	45,767	43,814	46,508
Age	6	37	44	44	47
Years with Present Bank	6	2	7	7	8
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	4	26	23	25
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	\$34,750	\$42,842	\$45,303	\$47,156
Bonus		INSUFFICIENT DATA			
Total Compensation	5	34,750	44,442	45,303	47,156
Age	5	35	49	57	58
Years with Present Bank	5	4	20	21	26
Years in Position	5	1	4	4	5
No. of Employees Supervised	5	18	42	47	47
Asset Size (Millions)	5	\$1,799.5	\$2,866.4	\$2,000.0	\$2,500.0

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	5	\$12,011	\$15,672	\$16,000	\$17,570
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,011	15,672	16,000	17,570
Age	5	31	44	49	50
Years with Present Bank	5	7	17	13	19
Years in Position	5	2	5	4	5
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$1,894.5	\$2,904.4	\$2,000.0	\$2,500.0

OPERATIONS OFFICER-SR.					
Base Salary	6	\$34,762	\$47,578	\$46,622	\$53,000
Bonus	5	2,750	7,430	7,236	7,256
Total Compensation	6	35,780	53,769	51,992	60,256
Age	6	39	45	44	46
Years with Present Bank	6	9	19	18	25
Years in Position	6	4	6	6	7
No. of Employees Supervised	6	38	371	309	453
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

PERSONNEL OFFICER-SR.					
Base Salary	6	\$29,899	\$50,511	\$55,134	\$62,204
Bonus	5	3,750	6,893	7,288	7,396
Total Compensation	6	31,649	56,255	60,778	69,600
Age	6	40	48	48	52
Years with Present Bank	6	10	19	20	23
Years in Position	6	3	5	5	7
No. of Employees Supervised	6	5	72	65	97
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

SECURITY OFFICER-SR.					
Base Salary	5	\$26,960	\$35,876	\$32,000	\$35,230
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,960	37,229	32,000	35,230
Age	5	48	54	54	57
Years with Present Bank	5	3	16	12	22
Years in Position	5	1	4	4	4
No. of Employees Supervised	5	2	11	17	17
Asset Size (Millions)	5	\$1,795.0	\$2,644.4	\$1,899.0	\$1,949.5

GEOGRAPHIC REGION: 8
 ASSET SIZE: \$1 BILLION AND OVER

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRAINING DIRECTOR					
Base Salary	6	\$22,670	\$31,540	\$32,607	\$36,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,670	31,540	32,607	36,500
Age	6	37	44	42	44
Years with Present Bank	6	7	14	15	18
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	2	29	6	26
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

TRUST DEPARTMENT OFFICER-SR.

Base Salary	6	\$36,044	\$59,168	\$58,961	\$64,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	38,444	66,054	58,961	70,786
Age	6	38	49	49	53
Years with Present Bank	6	4	12	13	16
Years in Position	6	2	6	7	8
No. of Employees Supervised	6	10	80	65	102
Asset Size (Millions)	6	\$1,795.0	\$2,703.7	\$1,949.5	\$2,500.0

TRUST OPERATIONS MANAGER

Base Salary	5	\$27,500	\$31,795	\$34,116	\$34,488
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,500	31,795	34,116	34,488
Age	5	24	36	38	42
Years with Present Bank	5	10	21	20	21
Years in Position	5	2	4	2	4
No. of Employees Supervised	5	6	36	45	48
Asset Size (Millions)	5	\$1,795.0	\$2,644.4	\$1,899.0	\$1,949.5

Cash Compensation Data

Region IX: Pacific

- Banks Under \$50 Million in Asset Size
- Banks \$50 Million and Over in Asset Size



GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: LESS THAN \$10 MILLION

Of the 167 banks submitting data for the Pacific region, 25 banks were in the Less Than \$10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
Instalment Loan Collector
Instalment Loan Officer-Sr.

Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 9
 ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	25	\$36,000	\$41,653	\$40,000	\$43,500
Bonus	7	530	4,282	2,500	7,708
Total Compensation	25	36,350	42,852	40,000	45,000
Age	25	39	46	47	49
Years with Present Bank	25	1	2	2	2
Years in Position	25	1	2	2	2
No. of Employees Supervised	24	10	13	14	15
Asset Size (Millions)	25	\$6.0	\$7.1	\$7.0	\$8.0

SECOND RANKING OFFICER					
Base Salary	22	\$28,500	\$31,822	\$31,434	\$35,000
Bonus	5	300	1,287	500	1,250
Total Compensation	22	28,750	32,114	31,734	35,000
Age	22	37	42	42	44
Years with Present Bank	22	1	2	2	2
Years in Position	22	1	2	2	2
No. of Employees Supervised	21	4	9	8	14
Asset Size (Millions)	22	\$6.0	\$7.3	\$7.0	\$8.0

BRANCH MANAGER					
Base Salary	6	\$22,000	\$27,500	\$29,000	\$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,000	27,500	29,000	30,000
Age	6	33	40	39	44
Years with Present Bank	6	1	1	1	1
Years in Position	6	0	1	1	1
No. of Employees Supervised	6	5	11	12	16
Asset Size (Millions)	6	\$6.0	\$7.5	\$7.5	\$8.5

COMMERCIAL LOAN OFFICER-SR.					
Base Salary	8	\$24,500	\$29,783	\$30,500	\$33,760
Bonus		INSUFFICIENT DATA			
Total Compensation	8	24,500	29,783	30,500	33,760
Age	8	37	45	43	53
Years with Present Bank	8	0	1	1	1
Years in Position	8	0	1	1	1
No. of Employees Supervised	8	1	4	2	2
Asset Size (Millions)	8	\$5.0	\$6.9	\$6.5	\$8.0

GEOGRAPHIC REGION: 9
ASSET SIZE: LESS THAN \$10 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CONTROLLER					
Base Salary	10	\$21,250	\$27,782	\$26,000	\$30,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	21,350	28,132	26,000	30,950
Age	10	31	35	33	37
Years with Present Bank	9	1	1	1	1
Years in Position	9	1	1	1	1
No. of Employees Supervised	10	6	10	10	11
Asset Size (Millions)	10	\$6.0	\$7.3	\$7.5	\$8.0

GENERAL LOAN OFFICER					
Base Salary	7	\$15,600	\$21,642	\$22,500	\$24,248
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,600	21,642	22,500	24,248
Age	7	28	37	34	46
Years with Present Bank	7	1	2	1	3
Years in Position	7	1	2	1	3
No. of Employees Supervised	7	0	4	2	5
Asset Size (Millions)	7	\$6.5	\$7.6	\$8.0	\$8.0

OPERATIONS OFFICER-SR.					
Base Salary	14	\$15,120	\$18,577	\$18,900	\$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	14	15,120	18,719	18,900	20,075
Age	14	32	37	35	39
Years with Present Bank	14	1	1	1	1
Years in Position	14	1	1	1	1
No. of Employees Supervised	14	6	10	9	15
Asset Size (Millions)	14	\$5.5	\$7.2	\$7.5	\$8.0

OPERATIONS OFFICER-JR.					
Base Salary	6	\$13,178	\$16,626	\$16,500	\$18,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,178	16,626	16,500	18,250
Age	6	27	33	34	37
Years with Present Bank	6	1	1	1	2
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	7	10	9	10
Asset Size (Millions)	6	\$6.0	\$7.0	\$6.5	\$7.5

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$10 TO \$19 MILLION

Of the 167 banks submitting data for the Pacific region,
31 banks were in the \$10 to \$19 Million asset size category.

Survey results were tabulated only for positions for which
five or more banks submitted data. Thus, because of insufficient
data, no tables were printed for the following positions in this
asset size category:

Agricultural Loan Officer
Instalment Loan Collector
Internal Auditing Officer

Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	31	\$37,700	\$45,169	\$42,250	\$47,750
Bonus	13	2,500	7,556	7,000	8,898
Total Compensation	31	38,200	48,338	44,750	50,952
Age	30	41	47	45	50
Years with Present Bank	30	2	3	2	3
Years in Position	31	2	3	2	3
No. of Employees Supervised	31	15	20	20	24
Asset Size (Millions)	31	\$11.0	\$13.8	\$13.0	\$17.0

SECOND RANKING OFFICER					
Base Salary	27	\$25,250	\$32,979	\$31,000	\$37,550
Bonus	11	625	3,065	2,000	5,000
Total Compensation	27	25,900	34,228	31,450	38,460
Age	27	35	42	39	48
Years with Present Bank	26	2	3	3	4
Years in Position	27	1	2	2	3
No. of Employees Supervised	27	5	15	15	22
Asset Size (Millions)	27	\$11.0	\$14.1	\$13.0	\$17.5

BRANCH MANAGER					
Base Salary	11	\$21,000	\$26,865	\$25,000	\$29,160
Bonus		INSUFFICIENT DATA			
Total Compensation	11	21,000	27,729	25,000	32,353
Age	11	36	41	38	43
Years with Present Bank	11	1	3	2	4
Years in Position	11	1	2	1	2
No. of Employees Supervised	11	4	13	14	18
Asset Size (Millions)	11	\$12.0	\$15.5	\$17.0	\$18.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	\$24,208	\$32,003	\$28,600	\$31,800
Bonus		INSUFFICIENT DATA			
Total Compensation	5	25,362	33,015	28,850	31,925
Age	5	30	37	41	42
Years with Present Bank	5	1	2	1	2
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	\$11.5	\$13.8	\$13.0	\$13.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	18	\$22,100	\$29,236	\$27,625	\$33,500
Bonus	6	375	2,839	2,356	3,856
Total Compensation	18	22,100	30,182	28,150	33,500
Age	18	35	42	40	45
Years with Present Bank	17	1	2	1	2
Years in Position	18	1	2	1	2
No. of Employees Supervised	18	1	4	2	3
Asset Size (Millions)	18	\$10.0	\$13.6	\$12.5	\$16.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	\$19,600	\$24,533	\$24,000	\$25,900
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,600	24,670	24,000	26,265
Age	9	32	39	35	43
Years with Present Bank	9	1	1	1	2
Years in Position	9	1	1	1	1
No. of Employees Supervised	9	0	1	1	2
Asset Size (Millions)	9	\$12.0	\$14.8	\$14.0	\$16.5

CONTROLLER					
Base Salary	10	\$22,500	\$29,080	\$30,000	\$31,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	22,708	29,538	30,000	32,584
Age	10	38	46	46	54
Years with Present Bank	10	1	2	1	2
Years in Position	9	1	1	1	2
No. of Employees Supervised	10	3	13	14	16
Asset Size (Millions)	10	\$11.0	\$14.6	\$14.0	\$17.5

GENERAL LOAN OFFICER					
Base Salary	9	\$20,400	\$23,000	\$22,200	\$24,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	20,400	23,992	22,200	26,064
Age	9	34	40	41	46
Years with Present Bank	8	1	3	3	4
Years in Position	9	1	2	1	2
No. of Employees Supervised	9	0	3	2	3
Asset Size (Millions)	9	\$12.5	\$15.0	\$14.0	\$16.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$10 TO \$19 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER-SR.					
Base Salary	6	\$16,900	\$20,883	\$18,250	\$22,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,925	20,933	18,250	22,925
Age	6	29	38	37	37
Years with Present Bank	6	1	2	1	2
Years in Position	6	1	2	1	2
No. of Employees Supervised	6	0	1	1	2
Asset Size (Millions)	6	\$10.5	\$12.2	\$12.5	\$13.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	7	\$7,975	\$15,393	\$18,000	\$19,100
Bonus		INSUFFICIENT DATA			
Total Compensation	7	8,169	15,748	18,100	19,100
Age	7	26	34	37	39
Years with Present Bank	7	1	2	1	3
Years in Position	7	1	1	1	1
No. of Employees Supervised	7	0	1	1	2
Asset Size (Millions)	7	\$10.0	\$12.3	\$12.0	\$13.0

OPERATIONS OFFICER-SR.					
Base Salary	18	\$16,800	\$20,217	\$19,500	\$20,750
Bonus	5	175	916	276	313
Total Compensation	18	16,975	20,471	19,500	20,750
Age	18	31	37	37	40
Years with Present Bank	17	1	3	2	4
Years in Position	17	1	2	1	1
No. of Employees Supervised	18	10	14	14	16
Asset Size (Millions)	18	\$11.5	\$14.0	\$13.5	\$16.0

OPERATIONS OFFICER-JR.					
Base Salary	14	\$12,000	\$15,900	\$15,300	\$18,000
Bonus	5	100	256	262	291
Total Compensation	14	12,160	15,992	15,550	18,000
Age	14	25	32	29	36
Years with Present Bank	13	1	2	2	3
Years in Position	14	1	1	1	1
No. of Employees Supervised	14	7	10	11	13
Asset Size (Millions)	14	\$10.5	\$14.5	\$13.5	\$18.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$20 TO \$29 MILLION

Of the 167 banks submitting data for the Pacific region, 17 banks were in the \$20 to \$29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Sr.
Internal Auditing Officer

Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	17	\$45,500	\$53,104	\$50,000	\$60,000
Bonus	12	5,000	10,787	9,221	12,000
Total Compensation	17	49,650	60,718	55,000	62,875
Age	17	44	51	50	56
Years with Present Bank	17	2	5	4	5
Years in Position	17	2	4	3	5
No. of Employees Supervised	17	24	34	30	44
Asset Size (Millions)	17	\$20.5	\$23.5	\$24.0	\$25.0

SECOND RANKING OFFICER					
Base Salary	15	\$33,500	\$42,390	\$41,000	\$47,500
Bonus	9	3,300	8,377	5,000	8,500
Total Compensation	15	36,000	47,416	42,500	54,750
Age	15	41	46	44	51
Years with Present Bank	15	1	3	2	5
Years in Position	15	1	3	2	4
No. of Employees Supervised	15	6	24	21	38
Asset Size (Millions)	15	\$20.5	\$23.6	\$24.0	\$25.0

BRANCH MANAGER					
Base Salary	9	\$23,500	\$27,802	\$30,000	\$30,800
Bonus	5	650	2,569	3,600	3,772
Total Compensation	9	24,332	29,229	32,400	33,000
Age	9	34	41	38	44
Years with Present Bank	9	1	2	2	2
Years in Position	9	1	1	1	2
No. of Employees Supervised	9	3	15	9	20
Asset Size (Millions)	9	\$20.5	\$23.7	\$25.0	\$25.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	9	\$19,100	\$28,593	\$26,000	\$29,800
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,700	29,978	26,000	31,700
Age	9	33	40	35	37
Years with Present Bank	9	1	1	1	1
Years in Position	9	0	1	1	1
No. of Employees Supervised	9	0	2	1	3
Asset Size (Millions)	9	\$21.0	\$23.9	\$25.0	\$25.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	12	\$32,500	\$36,371	\$36,500	\$40,000
Bonus	6	3,000	5,358	4,075	6,275
Total Compensation	12	34,000	39,050	39,200	48,000
Age	12	34	39	37	40
Years with Present Bank	12	0	5	2	4
Years in Position	12	0	2	1	3
No. of Employees Supervised	12	2	9	4	8
Asset Size (Millions)	12	\$20.0	\$23.7	\$24.5	\$25.0

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	\$18,500	\$23,811	\$25,500	\$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	18,650	24,644	25,500	27,000
Age	9	33	42	37	47
Years with Present Bank	9	0	2	2	3
Years in Position	9	0	1	2	2
No. of Employees Supervised	9	0	1	1	3
Asset Size (Millions)	9	\$22.5	\$24.2	\$25.0	\$25.0

CONTROLLER					
Base Salary	8	\$27,000	\$32,213	\$29,900	\$32,000
Bonus	6	1,375	2,592	2,400	3,000
Total Compensation	8	28,200	34,156	33,000	35,000
Age	8	30	42	38	52
Years with Present Bank	7	1	2	2	3
Years in Position	7	1	2	2	2
No. of Employees Supervised	8	2	17	10	20
Asset Size (Millions)	8	\$20.0	\$22.8	\$22.5	\$25.0

GENERAL LOAN OFFICER					
Base Salary	6	\$17,700	\$22,433	\$21,850	\$23,100
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,450	23,183	21,850	24,600
Age	6	29	38	37	44
Years with Present Bank	6	1	2	2	3
Years in Position	6	1	2	1	2
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	\$23.0	\$24.7	\$25.0	\$25.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$20 TO \$29 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER-JR.					
Base Salary	8	\$15,000	\$19,545	\$17,750	\$18,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,000	19,990	17,800	19,500
Age	8	28	33	34	34
Years with Present Bank	8	1	3	2	4
Years in Position	8	1	1	1	2
No. of Employees Supervised	8	0	1	1	1
Asset Size (Millions)	8	\$20.0	\$24.0	\$25.0	\$25.0

OPERATIONS OFFICER-SR.					
Base Salary	15	\$17,500	\$21,928	\$23,000	\$25,250
Bonus	6	1,250	2,517	1,700	3,002
Total Compensation	15	18,000	22,935	25,100	25,650
Age	15	30	39	39	44
Years with Present Bank	15	1	3	2	4
Years in Position	15	0	1	1	2
No. of Employees Supervised	15	7	17	20	27
Asset Size (Millions)	15	\$20.5	\$23.6	\$24.0	\$25.0

OPERATIONS OFFICER-JR.					
Base Salary	12	\$14,000	\$15,737	\$15,670	\$17,500
Bonus	5	700	1,658	1,300	1,900
Total Compensation	12	14,400	16,427	16,650	18,000
Age	12	27	33	33	35
Years with Present Bank	12	1	4	2	4
Years in Position	12	1	2	1	2
No. of Employees Supervised	12	6	15	12	17
Asset Size (Millions)	12	\$21.0	\$23.6	\$24.0	\$25.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$30 TO \$39 MILLION

Of the 167 banks submitting data for the Pacific region, six banks were in the \$30 to \$39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector

Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$30 TO \$39 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	6	\$41,000	\$52,560	\$49,080	\$54,900
Bonus		INSUFFICIENT DATA			
Total Compensation	6	43,595	54,811	51,500	56,938
Age	6	42	49	47	50
Years with Present Bank	6	4	14	7	17
Years in Position	6	2	5	4	6
No. of Employees Supervised	6	21	43	44	49
Asset Size (Millions)	6	\$31.0	\$35.7	\$37.0	\$39.0

SECOND RANKING OFFICER					
Base Salary	6	\$33,350	\$38,230	\$38,740	\$41,700
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,393	40,094	40,700	41,700
Age	6	37	45	45	47
Years with Present Bank	6	4	13	8	17
Years in Position	6	3	7	8	8
No. of Employees Supervised	6	10	36	36	43
Asset Size (Millions)	6	\$31.0	\$35.7	\$37.0	\$39.0

OPERATIONS OFFICER-SR.					
Base Salary	6	\$16,494	\$19,881	\$19,650	\$19,900
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,494	20,847	20,213	21,296
Age	6	32	40	39	45
Years with Present Bank	6	3	9	8	11
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	11	23	23	31
Asset Size (Millions)	6	\$31.0	\$35.7	\$37.0	\$39.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$40 TO \$49 MILLION

Of the 167 banks submitting data for the Pacific region, 21 banks were in the \$40 to \$49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed \$49 million. The reason for this being is that banks with assets just over \$50 million were instructed to complete the under \$50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	21	\$49,000	\$59,112	\$60,000	\$68,750
Bonus	10	2,713	20,212	8,529	25,000
Total Compensation	21	52,000	68,737	60,816	72,000
Age	20	45	53	52	60
Years with Present Bank	21	3	11	7	15
Years in Position	21	3	8	7	9
No. of Employees Supervised	20	43	64	75	87
Asset Size (Millions)	21	\$43.0	\$47.4	\$47.0	\$50.0

SECOND RANKING OFFICER					
Base Salary	18	\$35,160	\$41,385	\$41,200	\$44,500
Bonus	8	655	3,828	3,250	4,500
Total Compensation	18	35,400	43,087	42,840	47,400
Age	17	42	45	43	46
Years with Present Bank	18	3	8	6	9
Years in Position	18	2	5	4	7
No. of Employees Supervised	17	20	59	66	85
Asset Size (Millions)	18	\$43.0	\$47.3	\$46.5	\$49.5

BRANCH MANAGER					
Base Salary	21	\$24,300	\$29,307	\$28,200	\$31,750
Bonus	7	544	1,659	1,925	2,000
Total Compensation	21	24,813	29,860	29,800	33,000
Age	20	35	41	41	45
Years with Present Bank	21	2	5	4	5
Years in Position	21	1	3	2	4
No. of Employees Supervised	19	11	19	19	26
Asset Size (Millions)	21	\$43.0	\$47.4	\$47.0	\$50.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	7	\$26,290	\$33,969	\$31,000	\$35,600
Bonus		INSUFFICIENT DATA			
Total Compensation	7	26,290	33,969	31,000	35,600
Age	6	34	45	45	49
Years with Present Bank	7	1	7	3	11
Years in Position	7	0	2	2	4
No. of Employees Supervised	6	0	14	1	3
Asset Size (Millions)	7	\$42.0	\$47.0	\$46.0	\$50.5

GEOGRAPHIC REGION: 9

ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	14	\$23,220	\$31,274	\$30,100	\$36,750
Bonus		INSUFFICIENT DATA			
Total Compensation	14	23,470	31,459	30,394	36,750
Age	13	37	45	42	54
Years with Present Bank	14	2	4	4	4
Years in Position	14	1	3	2	3
No. of Employees Supervised	12	1	8	5	8
Asset Size (Millions)	14	\$43.0	\$48.3	\$48.5	\$50.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	8	\$18,360	\$22,889	\$21,300	\$26,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,360	23,037	21,300	26,500
Age	7	27	35	34	37
Years with Present Bank	8	1	6	2	3
Years in Position	8	1	3	2	3
No. of Employees Supervised	7	0	3	1	4
Asset Size (Millions)	8	\$43.0	\$48.8	\$50.0	\$52.0

CONTROLLER					
Base Salary	14	\$19,000	\$28,919	\$31,125	\$34,800
Bonus		INSUFFICIENT DATA			
Total Compensation	14	19,178	29,388	31,125	36,100
Age	13	38	44	45	51
Years with Present Bank	14	2	7	6	9
Years in Position	14	1	4	2	6
No. of Employees Supervised	13	1	28	2	45
Asset Size (Millions)	14	\$43.0	\$47.3	\$47.5	\$50.5

GENERAL LOAN OFFICER					
Base Salary	12	\$17,280	\$22,207	\$20,250	\$24,600
Bonus		INSUFFICIENT DATA			
Total Compensation	12	17,400	22,467	20,250	24,600
Age	11	31	38	35	44
Years with Present Bank	12	2	4	4	5
Years in Position	12	1	2	3	3
No. of Employees Supervised	11	0	6	3	6
Asset Size (Millions)	12	\$43.0	\$47.4	\$46.5	\$49.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN COLLECTOR					
Base Salary	7	\$11,820	\$16,970	\$15,900	\$21,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,820	16,970	15,900	21,000
Age	7	26	36	31	43
Years with Present Bank	7	1	2	1	3
Years in Position	7	1	1	1	1
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	7	\$43.0	\$47.4	\$47.0	\$49.5

INSTALMENT LOAN OFFICER-SR.					
Base Salary	10	\$18,900	\$22,565	\$23,000	\$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,900	22,867	23,250	25,513
Age	9	33	43	47	49
Years with Present Bank	10	2	5	4	5
Years in Position	10	1	3	3	4
No. of Employees Supervised	8	0	9	2	5
Asset Size (Millions)	10	\$43.0	\$47.9	\$49.0	\$50.0

INSTALMENT LOAN OFFICER-JR.					
Base Salary	11	\$14,520	\$16,992	\$16,800	\$18,600
Bonus		INSUFFICIENT DATA			
Total Compensation	11	14,679	17,261	16,800	19,244
Age	11	29	33	32	37
Years with Present Bank	11	2	4	3	5
Years in Position	11	1	2	2	3
No. of Employees Supervised	9	0	4	3	5
Asset Size (Millions)	11	\$43.0	\$47.6	\$49.0	\$50.0

INTERNAL AUDITING OFFICER					
Base Salary	9	\$19,290	\$22,220	\$20,700	\$23,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,290	22,220	20,700	23,250
Age	9	30	41	42	46
Years with Present Bank	9	1	5	2	5
Years in Position	9	1	2	1	3
No. of Employees Supervised	9	0	10	0	1
Asset Size (Millions)	9	\$44.5	\$47.9	\$47.0	\$49.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	10	\$20,850	\$28,860	\$27,900	\$32,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	21,100	29,300	28,194	34,000
Age	10	33	41	42	42
Years with Present Bank	10	1	4	4	7
Years in Position	10	1	2	2	3
No. of Employees Supervised	9	1	6	3	5
Asset Size (Millions)	10	\$43.0	\$46.3	\$45.5	\$49.0

OFFICER TRAINEE					
Base Salary	8	\$12,600	\$14,958	\$15,300	\$16,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,600	15,001	15,300	16,800
Age	8	23	27	27	28
Years with Present Bank	8	1	2	2	2
Years in Position	8	1	1	1	2
No. of Employees Supervised	8	0	1	0	0
Asset Size (Millions)	8	\$44.0	\$47.0	\$47.0	\$49.0

OPERATIONS OFFICER-SR.					
Base Salary	18	\$18,450	\$21,984	\$21,800	\$23,250
Bonus	5	503	1,186	1,000	1,463
Total Compensation	18	18,450	22,314	22,410	23,800
Age	17	34	39	36	40
Years with Present Bank	18	1	6	5	8
Years in Position	18	1	3	2	6
No. of Employees Supervised	16	10	24	20	25
Asset Size (Millions)	18	\$43.0	\$47.5	\$46.5	\$50.5

OPERATIONS OFFICER-JR.					
Base Salary	13	\$13,200	\$15,558	\$15,000	\$17,400
Bonus		INSUFFICIENT DATA			
Total Compensation	13	13,344	15,581	15,000	17,400
Age	12	31	38	38	40
Years with Present Bank	13	2	4	4	5
Years in Position	13	1	2	2	2
No. of Employees Supervised	10	9	13	16	18
Asset Size (Millions)	13	\$43.0	\$47.5	\$46.0	\$49.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$40 TO \$49 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER					
Base Salary	12	\$18,000	\$21,531	\$21,835	\$24,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	18,000	21,766	21,835	24,000
Age	12	31	40	38	42
Years with Present Bank	12	2	5	4	7
Years in Position	11	1	3	2	3
No. of Employees Supervised	10	0	8	3	5
Asset Size (Millions)	12	\$43.0	\$46.1	\$45.5	\$48.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$50 TO \$99 MILLION

Of the 167 banks submitting data for the Pacific region, 20 banks were in the \$50 to \$99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Correspondent Bank Officer-Sr.
Instalment Loan Department
Manager
International Banking Officer-Sr.
Mortgage Loan Officer

Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Security Officer-Sr.
Trust Department Officer-Sr.
Trust Operations Manager

GEOGRAPHIC REGION: 9
ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	20	\$45,600	\$64,469	\$60,504	\$75,000
Bonus	7	3,188	34,191	19,965	61,500
Total Compensation	20	45,600	76,436	62,504	85,000
Age	20	46	50	49	54
Years with Present Bank	20	3	9	8	13
Years in Position	20	1	5	4	7
No. of Employees Supervised	19	71	118	118	168
Asset Size (Millions)	20	\$65.0	\$73.3	\$71.5	\$81.0

BANK INVESTMENT OFFICER-SR.

Base Salary	7	\$24,228	\$32,464	\$35,000	\$36,846
Bonus		INSUFFICIENT DATA			
Total Compensation	7	24,728	33,053	35,000	37,096
Age	7	46	52	51	57
Years with Present Bank	7	3	9	8	11
Years in Position	7	2	6	3	7
No. of Employees Supervised	6	1	6	3	4
Asset Size (Millions)	7	\$57.5	\$72.6	\$72.0	\$79.5

BRANCH ADMINISTRATION OFFICER-SR.

Base Salary	17	\$35,400	\$42,183	\$40,000	\$48,502
Bonus	7	2,800	9,443	5,000	7,000
Total Compensation	17	36,050	46,071	41,350	50,575
Age	17	36	43	43	51
Years with Present Bank	17	2	5	4	8
Years in Position	17	1	4	3	5
No. of Employees Supervised	16	70	105	121	130
Asset Size (Millions)	17	\$62.0	\$73.1	\$71.0	\$79.0

BRANCH MANAGER-LARGE(31+)

Base Salary	11	\$24,925	\$31,630	\$32,000	\$34,900
Bonus		INSUFFICIENT DATA			
Total Compensation	11	25,925	32,294	34,000	34,900
Age	11	34	43	42	47
Years with Present Bank	11	4	8	6	9
Years in Position	11	1	2	1	4
No. of Employees Supervised	11	27	33	32	39
Asset Size (Millions)	11	\$64.0	\$74.1	\$72.0	\$79.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	18	\$24,102	\$29,104	\$28,700	\$32,070
Bonus	6	1,039	3,371	2,000	3,825
Total Compensation	18	24,102	30,228	29,539	32,100
Age	18	35	42	40	45
Years with Present Bank	18	2	7	5	8
Years in Position	18	1	3	2	3
No. of Employees Supervised	18	15	19	20	24
Asset Size (Millions)	18	\$69.5	\$74.7	\$72.0	\$81.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	11	\$20,440	\$23,918	\$24,000	\$26,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	20,862	24,142	24,000	26,100
Age	11	31	36	37	40
Years with Present Bank	11	2	5	4	8
Years in Position	11	1	2	1	2
No. of Employees Supervised	11	5	7	8	10
Asset Size (Millions)	11	\$65.0	\$74.2	\$72.0	\$81.5

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	5	\$39,000	\$46,000	\$40,000	\$43,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	40,500	49,460	43,000	49,500
Age	5	42	47	48	49
Years with Present Bank	5	1	3	2	4
Years in Position	5	1	3	2	3
No. of Employees Supervised	5	3	39	7	34
Asset Size (Millions)	5	\$67.0	\$72.4	\$70.0	\$73.5

BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	\$20,400	\$24,582	\$22,300	\$23,684
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,400	25,641	22,300	23,684
Age	5	33	41	43	45
Years with Present Bank	5	1	5	1	3
Years in Position	5	0	1	1	1
No. of Employees Supervised	5	0	8	0	0
Asset Size (Millions)	5	\$64.0	\$70.6	\$70.0	\$71.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	\$27,700	\$32,480	\$30,000	\$31,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,700	34,080	30,000	32,500
Age	5	34	46	40	49
Years with Present Bank	5	2	6	6	7
Years in Position	5	1	1	1	1
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$56.0	\$66.0	\$59.0	\$67.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	8	\$30,000	\$37,393	\$35,220	\$42,000
Bonus	5	1,375	4,450	2,500	4,750
Total Compensation	8	32,500	40,174	35,720	43,950
Age	8	37	38	38	39
Years with Present Bank	8	2	4	3	6
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	2	9	8	12
Asset Size (Millions)	8	\$65.0	\$72.0	\$71.0	\$77.0

COMMERCIAL LOAN OFFICER					
Base Salary	13	\$22,400	\$27,099	\$26,000	\$28,902
Bonus		INSUFFICIENT DATA			
Total Compensation	13	23,400	27,707	26,200	28,992
Age	13	35	40	40	42
Years with Present Bank	13	1	7	4	11
Years in Position	13	1	3	1	3
No. of Employees Supervised	13	0	6	1	3
Asset Size (Millions)	13	\$69.5	\$76.2	\$72.0	\$82.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	7	\$16,500	\$21,950	\$23,520	\$24,766
Bonus		INSUFFICIENT DATA			
Total Compensation	7	16,500	22,143	23,520	24,866
Age	7	33	38	37	41
Years with Present Bank	7	2	5	3	8
Years in Position	7	1	2	2	3
No. of Employees Supervised	7	0	3	1	2
Asset Size (Millions)	7	\$64.0	\$72.0	\$71.0	\$76.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
EDP OFFICER-SR.					
Base Salary	6	\$20,625	\$28,608	\$28,950	\$31,700
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,625	29,958	30,200	33,500
Age	6	33	40	35	42
Years with Present Bank	6	2	4	3	4
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	8	16	16	17
Asset Size (Millions)	6	\$64.0	\$75.7	\$73.0	\$79.0

FINANCIAL OFFICER-SR.					
Base Salary	14	\$26,350	\$33,644	\$33,000	\$37,750
Bonus	6	2,709	7,216	4,250	8,440
Total Compensation	14	26,450	36,737	34,750	42,813
Age	14	35	42	40	47
Years with Present Bank	14	2	5	4	8
Years in Position	14	0	2	2	2
No. of Employees Supervised	14	4	11	8	10
Asset Size (Millions)	14	\$67.0	\$74.8	\$71.5	\$81.5

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	7	\$13,800	\$18,593	\$19,000	\$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,800	18,947	19,000	20,000
Age	7	28	35	33	38
Years with Present Bank	7	0	2	2	3
Years in Position	7	0	1	1	2
No. of Employees Supervised	7	1	4	2	3
Asset Size (Millions)	7	\$64.0	\$78.1	\$81.0	\$84.0

INSTALMENT LOAN OFFICER					
Base Salary	18	\$15,600	\$18,578	\$18,000	\$19,752
Bonus		INSUFFICIENT DATA			
Total Compensation	18	15,600	18,789	18,250	19,752
Age	18	31	41	37	48
Years with Present Bank	18	2	7	4	7
Years in Position	18	1	2	2	2
No. of Employees Supervised	18	0	3	1	2
Asset Size (Millions)	18	\$69.5	\$74.7	\$72.0	\$81.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER-SR.					
Base Salary	14	\$22,260	\$26,440	\$25,950	\$29,520
Bonus		INSUFFICIENT DATA			
Total Compensation	14	22,260	26,940	25,950	29,520
Age	14	40	48	49	54
Years with Present Bank	14	2	7	5	9
Years in Position	14	1	4	2	5
No. of Employees Supervised	14	1	1	1	2
Asset Size (Millions)	14	\$62.0	\$73.3	\$71.5	\$81.5

LOAN REVIEW OFFICER					
Base Salary	9	\$21,800	\$30,387	\$25,000	\$33,096
Bonus		INSUFFICIENT DATA			
Total Compensation	9	22,099	31,041	25,000	33,096
Age	9	37	45	42	48
Years with Present Bank	9	1	4	1	5
Years in Position	9	0	2	1	1
No. of Employees Supervised	9	0	20	9	14
Asset Size (Millions)	9	\$70.5	\$78.0	\$76.0	\$81.5

MARKETING DIRECTOR					
Base Salary	8	\$20,400	\$33,133	\$28,130	\$36,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	21,000	33,708	28,130	38,500
Age	8	35	43	44	48
Years with Present Bank	8	2	6	5	9
Years in Position	8	1	3	3	3
No. of Employees Supervised	8	0	9	1	2
Asset Size (Millions)	8	\$72.0	\$81.5	\$79.5	\$85.0

MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	6	\$20,012	\$31,087	\$31,750	\$40,950
Bonus		INSUFFICIENT DATA			
Total Compensation	6	20,791	33,814	34,150	45,850
Age	6	33	42	40	47
Years with Present Bank	6	3	4	4	6
Years in Position	6	2	3	3	4
No. of Employees Supervised	6	3	11	5	12
Asset Size (Millions)	6	\$62.5	\$74.8	\$74.0	\$79.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$50 TO \$99 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
NEW ACCOUNTS OFFICER					
Base Salary	7	\$11,430	\$15,519	\$13,770	\$14,400
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,655	15,736	14,344	14,400
Age	7	26	41	47	52
Years with Present Bank	7	2	4	3	8
Years in Position	7	1	1	1	2
No. of Employees Supervised	7	1	4	3	5
Asset Size (Millions)	7	\$64.0	\$70.4	\$71.0	\$73.5

OPERATIONS OFFICER-SR.					
Base Salary	19	\$17,970	\$24,923	\$25,500	\$29,952
Bonus	5	600	1,380	1,000	1,200
Total Compensation	19	18,250	25,287	25,500	29,952
Age	19	33	42	41	50
Years with Present Bank	19	2	8	5	9
Years in Position	19	1	2	1	3
No. of Employees Supervised	18	18	46	29	61
Asset Size (Millions)	19	\$67.0	\$74.2	\$72.0	\$81.5

PERSONNEL OFFICER-SR.					
Base Salary	13	\$21,000	\$24,985	\$24,000	\$28,250
Bonus		INSUFFICIENT DATA			
Total Compensation	13	21,250	25,576	26,000	28,250
Age	13	35	48	48	59
Years with Present Bank	13	2	6	4	9
Years in Position	13	1	3	2	4
No. of Employees Supervised	13	1	16	2	3
Asset Size (Millions)	13	\$70.5	\$77.8	\$76.0	\$82.5

TRAINING DIRECTOR					
Base Salary	7	\$16,500	\$22,171	\$21,200	\$23,900
Bonus		INSUFFICIENT DATA			
Total Compensation	7	16,650	22,871	21,200	24,400
Age	7	31	41	41	47
Years with Present Bank	7	2	7	5	9
Years in Position	7	2	2	2	3
No. of Employees Supervised	7	0	3	1	3
Asset Size (Millions)	7	\$64.0	\$76.0	\$76.0	\$79.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$100 TO \$249 MILLION

Of the 167 banks submitting data for the Pacific region, 26 banks were in the \$100 to \$249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 9

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	26	\$62,426	\$79,713	\$71,502	\$88,173
Bonus	17	1,882	16,286	10,000	19,233
Total Compensation	26	64,079	90,361	77,984	107,000
Age	26	44	52	52	60
Years with Present Bank	26	5	10	9	15
Years in Position	26	3	8	6	10
No. of Employees Supervised	26	185	215	210	245
Asset Size (Millions)	26	\$111.5	\$148.2	\$135.0	\$178.5

BANK INVESTMENT OFFICER-SR.

Base Salary	13	\$35,020	\$48,369	\$49,680	\$55,400
Bonus	5	1,376	7,426	2,808	5,459
Total Compensation	13	35,020	51,225	51,600	61,605
Age	13	40	46	42	50
Years with Present Bank	13	3	11	7	13
Years in Position	13	3	7	5	8
No. of Employees Supervised	13	3	34	5	7
Asset Size (Millions)	13	\$106.5	\$138.3	\$129.0	\$149.0

BRANCH ADMINISTRATION OFFICER-SR.

Base Salary	22	\$39,650	\$49,137	\$45,500	\$59,100
Bonus	14	942	5,216	2,245	4,570
Total Compensation	22	40,867	52,456	45,770	63,450
Age	22	40	47	48	51
Years with Present Bank	22	3	9	8	11
Years in Position	22	2	4	3	5
No. of Employees Supervised	22	28	123	141	180
Asset Size (Millions)	22	\$109.5	\$152.1	\$146.5	\$191.0

BRANCH MANAGER-LARGE(31+)

Base Salary	20	\$32,000	\$36,029	\$35,136	\$39,200
Bonus	12	718	2,573	1,453	2,625
Total Compensation	20	32,000	37,573	36,785	42,000
Age	20	38	45	46	51
Years with Present Bank	20	2	5	4	8
Years in Position	20	1	4	3	6
No. of Employees Supervised	20	31	42	38	44
Asset Size (Millions)	20	\$110.0	\$149.7	\$129.5	\$200.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	26	\$26,730	\$30,719	\$29,600	\$32,625
Bonus	14	565	1,958	1,362	2,449
Total Compensation	26	27,530	31,773	30,750	33,042
Age	26	35	42	40	43
Years with Present Bank	26	2	6	3	8
Years in Position	26	1	5	2	5
No. of Employees Supervised	26	15	21	20	26
Asset Size (Millions)	26	\$111.5	\$148.2	\$135.0	\$178.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	17	\$21,702	\$25,513	\$25,060	\$26,690
Bonus	8	500	1,931	1,518	2,625
Total Compensation	17	22,590	26,421	25,623	28,448
Age	17	38	44	44	48
Years with Present Bank	17	2	7	5	9
Years in Position	17	1	4	2	4
No. of Employees Supervised	17	7	9	9	9
Asset Size (Millions)	17	\$111.0	\$145.4	\$129.0	\$166.5

BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	5	\$24,400	\$29,360	\$30,000	\$31,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,450	30,220	31,500	33,250
Age	5	45	52	52	56
Years with Present Bank	5	3	5	3	5
Years in Position	5	3	4	3	4
No. of Employees Supervised	5	0	2	1	1
Asset Size (Millions)	5	\$105.0	\$124.6	\$126.0	\$133.0

BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	\$17,700	\$23,354	\$22,250	\$23,485
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,700	23,791	22,714	23,717
Age	5	45	56	57	60
Years with Present Bank	5	1	3	2	3
Years in Position	5	1	3	1	3
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$111.0	\$146.0	\$123.0	\$152.5

GEOGRAPHIC REGION: 9

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	6	\$21,950	\$27,250	\$26,800	\$30,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,850	27,820	27,609	31,354
Age	6	34	43	39	45
Years with Present Bank	6	1	4	4	5
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	1	5	5	7
Asset Size (Millions)	6	\$126.5	\$167.5	\$170.0	\$192.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	14	\$31,496	\$37,874	\$37,270	\$40,004
Bonus	7	650	9,748	1,250	4,050
Total Compensation	14	32,471	42,748	37,270	42,004
Age	14	35	45	43	51
Years with Present Bank	14	1	4	3	4
Years in Position	14	1	2	2	3
No. of Employees Supervised	14	5	26	9	16
Asset Size (Millions)	14	\$111.5	\$157.6	\$155.0	\$191.0

COMMERCIAL LOAN OFFICER					
Base Salary	23	\$26,500	\$30,735	\$30,000	\$35,050
Bonus	11	409	1,731	1,218	1,936
Total Compensation	23	27,611	31,563	30,625	35,550
Age	23	35	43	42	47
Years with Present Bank	23	1	3	1	3
Years in Position	23	1	2	1	2
No. of Employees Supervised	23	0	5	1	8
Asset Size (Millions)	23	\$109.5	\$150.3	\$140.0	\$191.0

COMMERCIAL LOAN OFFICER JR.					
Base Salary	16	\$18,000	\$20,853	\$20,000	\$21,300
Bonus	7	409	1,583	965	1,770
Total Compensation	16	18,896	21,546	20,333	24,500
Age	16	30	37	35	43
Years with Present Bank	16	1	3	2	3
Years in Position	16	1	2	2	2
No. of Employees Supervised	16	0	2	0	2
Asset Size (Millions)	16	\$113.0	\$149.4	\$133.5	\$182.0

GEOGRAPHIC REGION: 9
ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
ELP OFFICER-SR.					
Base Salary	14	\$31,450	\$34,923	\$35,840	\$38,000
Bonus	6	931	2,203	1,513	2,242
Total Compensation	14	32,000	35,867	36,760	38,792
Age	14	36	42	39	46
Years with Present Bank	14	1	5	1	6
Years in Position	14	1	2	1	3
No. of Employees Supervised	14	11	22	15	22
Asset Size (Millions)	14	\$118.0	\$162.0	\$161.0	\$202.5

FINANCIAL OFFICER-SR.					
Base Salary	16	\$26,500	\$35,817	\$34,200	\$42,000
Bonus	8	479	9,080	931	3,600
Total Compensation	16	27,162	40,356	34,300	47,600
Age	16	34	43	40	52
Years with Present Bank	16	3	8	8	9
Years in Position	16	1	3	3	4
No. of Employees Supervised	16	3	15	5	10
Asset Size (Millions)	16	\$117.0	\$151.6	\$135.0	\$182.0

INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	8	\$16,128	\$18,908	\$18,700	\$21,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,200	19,393	19,125	21,875
Age	8	32	41	41	42
Years with Present Bank	8	1	6	3	3
Years in Position	8	1	5	2	3
No. of Employees Supervised	8	0	3	3	4
Asset Size (Millions)	8	\$113.0	\$166.8	\$170.0	\$203.0

INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	10	\$23,025	\$27,159	\$25,422	\$27,650
Bonus	6	516	1,088	884	1,167
Total Compensation	10	23,459	27,812	26,700	28,317
Age	10	38	45	43	49
Years with Present Bank	10	1	7	5	8
Years in Position	10	1	4	2	5
No. of Employees Supervised	10	4	9	6	11
Asset Size (Millions)	10	\$109.5	\$150.0	\$148.5	\$179.0

GEOGRAPHIC REGION: 9

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INSTALMENT LOAN OFFICER					
Base Salary	21	\$16,350	\$18,697	\$17,400	\$19,750
Bonus	8	337	1,178	712	1,400
Total Compensation	21	16,579	19,146	18,400	20,606
Age	21	30	40	34	49
Years with Present Bank	21	2	7	4	10
Years in Position	21	1	3	2	3
No. of Employees Supervised	21	0	2	1	2
Asset Size (Millions)	21	\$111.0	\$145.6	\$130.0	\$166.5

INTERNAL AUDITING OFFICER-SR.					
Base Salary	23	\$21,600	\$25,916	\$26,880	\$28,000
Bonus	10	720	1,421	1,065	1,990
Total Compensation	23	21,981	26,534	27,000	28,784
Age	23	32	42	38	49
Years with Present Bank	23	2	7	3	5
Years in Position	23	1	3	2	4
No. of Employees Supervised	23	1	3	2	3
Asset Size (Millions)	23	\$111.0	\$145.1	\$130.0	\$166.5

LOAN REVIEW OFFICER					
Base Salary	11	\$22,093	\$29,343	\$31,300	\$33,000
Bonus	5	220	802	763	1,015
Total Compensation	11	22,263	29,707	31,300	33,382
Age	11	37	53	57	64
Years with Present Bank	11	2	7	7	10
Years in Position	11	1	3	2	4
No. of Employees Supervised	11	0	3	0	3
Asset Size (Millions)	11	\$124.5	\$154.7	\$147.0	\$191.0

MARKETING DIRECTOR					
Base Salary	13	\$26,004	\$32,027	\$33,000	\$35,084
Bonus		INSUFFICIENT DATA			
Total Compensation	13	26,254	32,283	33,000	35,775
Age	13	35	44	45	50
Years with Present Bank	13	2	6	5	7
Years in Position	13	1	3	2	3
No. of Employees Supervised	13	1	2	1	3
Asset Size (Millions)	13	\$125.0	\$157.9	\$158.0	\$191.0

GEOGRAPHIC REGION: 9

ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	13	\$28,050	\$34,392	\$34,800	\$39,450
Bonus	8	569	1,891	1,331	2,760
Total Compensation	13	29,715	35,556	35,000	40,030
Age	13	37	47	47	54
Years with Present Bank	13	4	9	5	8
Years in Position	13	3	5	4	5
No. of Employees Supervised	13	3	7	6	9
Asset Size (Millions)	13	\$124.5	\$157.5	\$153.0	\$191.0

MORTGAGE LOAN OFFICER					
Base Salary	10	\$21,700	\$28,803	\$27,600	\$28,650
Bonus		INSUFFICIENT DATA			
Total Compensation	10	22,650	29,214	27,750	29,343
Age	10	30	36	36	40
Years with Present Bank	10	2	6	4	7
Years in Position	10	2	3	3	5
No. of Employees Supervised	10	3	6	4	8
Asset Size (Millions)	10	\$133.5	\$171.6	\$170.0	\$201.5

MORTGAGE LOAN OFFICER-JR.					
Base Salary	6	\$14,640	\$20,513	\$19,400	\$23,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	15,030	21,123	20,240	24,100
Age	6	29	39	37	44
Years with Present Bank	6	1	5	4	6
Years in Position	6	0	2	1	2
No. of Employees Supervised	6	0	3	1	3
Asset Size (Millions)	6	\$119.5	\$153.0	\$148.5	\$169.5

NEW ACCOUNTS OFFICER					
Base Salary	8	\$12,540	\$14,994	\$14,700	\$15,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,875	15,238	15,300	15,840
Age	8	25	38	36	42
Years with Present Bank	8	3	5	4	5
Years in Position	8	1	2	2	3
No. of Employees Supervised	8	1	4	3	4
Asset Size (Millions)	8	\$117.0	\$150.3	\$135.0	\$157.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	6	\$12,000	\$14,840	\$13,020	\$15,600
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,000	14,883	13,148	15,600
Age	6	23	26	24	26
Years with Present Bank	6	1	2	1	2
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	\$115.0	\$130.0	\$128.5	\$135.0

OPERATIONS OFFICER-SR.

Base Salary	23	\$20,620	\$26,138	\$24,000	\$29,086
Bonus	9	530	968	868	1,050
Total Compensation	23	21,420	26,517	25,000	29,379
Age	23	34	39	38	42
Years with Present Bank	23	3	7	5	8
Years in Position	23	1	3	2	4
No. of Employees Supervised	22	18	44	30	49
Asset Size (Millions)	23	\$113.5	\$151.4	\$140.0	\$191.0

PERSONNEL OFFICER-SR.

Base Salary	24	\$23,200	\$26,165	\$25,000	\$28,200
Bonus	12	500	1,396	875	1,090
Total Compensation	24	23,580	26,863	25,476	31,020
Age	24	35	43	43	48
Years with Present Bank	24	2	6	4	7
Years in Position	24	1	3	2	4
No. of Employees Supervised	24	2	10	3	4
Asset Size (Millions)	24	\$113.0	\$146.7	\$135.0	\$175.0

SECURITY OFFICER-SR.

Base Salary	9	\$20,350	\$22,200	\$21,000	\$22,400
Bonus		INSUFFICIENT DATA			
Total Compensation	9	20,566	22,418	22,000	22,425
Age	9	42	47	49	52
Years with Present Bank	9	1	7	3	8
Years in Position	9	1	2	2	2
No. of Employees Supervised	9	0	2	2	3
Asset Size (Millions)	9	\$120.0	\$161.4	\$153.0	\$188.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$100 TO \$249 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRAINING DIRECTOR					
Base Salary	6	\$17,169	\$21,573	\$20,050	\$22,550
Bonus		INSUFFICIENT DATA			
Total Compensation	6	17,437	21,662	20,050	22,550
Age	6	32	36	34	39
Years with Present Bank	6	1	4	2	3
Years in Position	6	1	1	1	2
No. of Employees Supervised	6	0	1	1	2
Asset Size (Millions)	6	\$109.0	\$135.0	\$128.5	\$141.5

TRUST DEPARTMENT OFFICER-SR.

Base Salary	8	\$33,000	\$39,833	\$41,250	\$42,900
Bonus		INSUFFICIENT DATA			
Total Compensation	8	35,700	41,415	42,700	45,000
Age	8	37	48	50	52
Years with Present Bank	8	2	6	6	7
Years in Position	8	2	6	4	6
No. of Employees Supervised	8	5	10	7	9
Asset Size (Millions)	8	\$117.0	\$151.4	\$135.0	\$182.0

TRUST OPERATIONS MANAGER

Base Salary	6	\$21,250	\$25,630	\$26,550	\$28,150
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,250	25,728	26,550	28,445
Age	6	32	40	38	42
Years with Present Bank	6	1	3	4	4
Years in Position	6	1	3	4	4
No. of Employees Supervised	6	4	6	4	5
Asset Size (Millions)	6	\$115.0	\$147.5	\$135.0	\$161.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$250 TO \$499 MILLION

Of the 167 banks submitting data for the Pacific region, 11 banks were in the \$250 to \$499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Business Development Officer-Sr.
Business Development Officer
Correspondent Bank Officer-Jr.

International Banking Officer-Sr.
Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 9

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	11	\$68,600	\$93,535	\$84,720	\$109,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	71,400	115,953	84,720	110,500
Age	11	49	57	54	64
Years with Present Bank	11	9	19	17	24
Years in Position	11	3	9	8	12
No. of Employees Supervised	10	267	367	355	406
Asset Size (Millions)	11	\$275.0	\$317.3	\$288.0	\$338.5

ADVERTISING OFFICER					
Base Salary	5	\$15,990	\$22,692	\$20,580	\$22,740
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,990	22,692	20,580	22,740
Age	5	31	41	37	38
Years with Present Bank	5	3	9	3	8
Years in Position	5	2	6	3	3
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	\$284.0	\$348.2	\$338.0	\$368.5

BANK INVESTMENT OFFICER-SR.					
Base Salary	9	\$43,774	\$49,542	\$50,000	\$51,861
Bonus	5	2,000	4,485	4,283	5,642
Total Compensation	9	44,774	52,033	52,000	54,003
Age	9	43	49	47	53
Years with Present Bank	9	7	14	13	16
Years in Position	9	3	7	6	9
No. of Employees Supervised	8	2	11	7	18
Asset Size (Millions)	9	\$277.5	\$314.8	\$288.0	\$326.5

BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	10	\$35,928	\$50,589	\$52,800	\$57,720
Bonus		INSUFFICIENT DATA			
Total Compensation	10	37,445	52,107	53,020	60,000
Age	10	40	47	48	54
Years with Present Bank	10	7	12	9	13
Years in Position	10	2	4	3	5
No. of Employees Supervised	9	12	210	132	236
Asset Size (Millions)	10	\$275.0	\$317.5	\$287.5	\$338.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-LARGE(31+)					
Base Salary	11	\$29,970	\$35,705	\$34,200	\$39,210
Bonus		INSUFFICIENT DATA			
Total Compensation	11	31,650	36,739	34,200	41,383
Age	11	41	49	49	54
Years with Present Bank	11	4	11	8	12
Years in Position	11	2	7	6	9
No. of Employees Supervised	10	31	37	34	40
Asset Size (Millions)	11	\$275.0	\$317.3	\$288.0	\$338.5

BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	11	\$27,900	\$32,479	\$31,200	\$36,300
Bonus		INSUFFICIENT DATA			
Total Compensation	11	28,050	33,493	31,300	36,300
Age	11	33	42	41	44
Years with Present Bank	11	6	13	9	18
Years in Position	11	2	6	4	9
No. of Employees Supervised	10	18	22	21	23
Asset Size (Millions)	11	\$275.0	\$317.3	\$288.0	\$338.5

BRANCH MANAGER-SMALL(-10)					
Base Salary	10	\$20,940	\$27,284	\$26,100	\$28,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	20,940	27,699	27,050	29,275
Age	10	34	46	45	54
Years with Present Bank	10	2	7	5	11
Years in Position	10	1	2	2	3
No. of Employees Supervised	9	7	8	8	9
Asset Size (Millions)	10	\$275.0	\$309.1	\$287.5	\$326.5

COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	\$26,775	\$41,310	\$45,000	\$46,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,775	48,510	45,000	49,500
Age	5	34	42	36	42
Years with Present Bank	5	2	6	2	4
Years in Position	5	1	4	2	2
No. of Employees Supervised	5	6	9	10	12
Asset Size (Millions)	5	\$269.0	\$295.6	\$287.0	\$301.0

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	9	\$33,690	\$40,507	\$40,440	\$42,600
Bonus		INSUFFICIENT DATA			
Total Compensation	9	33,690	41,848	42,000	43,505
Age	9	36	44	41	44
Years with Present Bank	9	2	8	4	9
Years in Position	9	1	4	1	2
No. of Employees Supervised	8	2	14	6	16
Asset Size (Millions)	9	\$275.0	\$308.2	\$288.0	\$326.5

COMMERCIAL LOAN OFFICER					
Base Salary	9	\$24,110	\$32,147	\$36,000	\$36,350
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,110	32,938	36,000	38,000
Age	9	40	44	44	49
Years with Present Bank	9	0	7	2	7
Years in Position	9	0	2	1	2
No. of Employees Supervised	8	0	4	3	4
Asset Size (Millions)	9	\$275.0	\$308.2	\$288.0	\$326.5

COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	\$17,500	\$22,131	\$20,400	\$26,400
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,560	22,642	20,400	26,500
Age	9	28	32	33	35
Years with Present Bank	9	2	5	4	7
Years in Position	9	0	2	1	1
No. of Employees Supervised	8	0	2	1	2
Asset Size (Millions)	9	\$275.0	\$308.2	\$288.0	\$326.5

EDP OFFICER-SR.					
Base Salary	9	\$24,450	\$29,271	\$30,000	\$32,360
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,450	29,838	32,200	32,760
Age	9	37	40	38	41
Years with Present Bank	9	2	8	4	12
Years in Position	9	1	4	2	3
No. of Employees Supervised	8	2	13	9	12
Asset Size (Millions)	9	\$277.5	\$325.3	\$315.0	\$338.5

GEOGRAPHIC REGION: 9

ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	10	\$31,300	\$39,252	\$40,800	\$45,180
Bonus		INSUFFICIENT DATA			
Total Compensation	10	31,300	40,141	43,729	45,180
Age	10	36	44	44	48
Years with Present Bank	10	1	11	11	17
Years in Position	10	1	3	1	2
No. of Employees Supervised	9	4	8	10	11
Asset Size (Millions)	10	\$275.0	\$320.3	\$301.5	\$338.5

INSTALMENT LOAN COLLECTION MANAGER

Base Salary	8	\$16,500	\$24,844	\$23,100	\$30,900
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,500	25,069	24,000	30,900
Age	8	35	45	46	48
Years with Present Bank	8	1	8	8	13
Years in Position	8	1	6	2	11
No. of Employees Supervised	8	2	6	5	8
Asset Size (Millions)	8	\$275.0	\$325.6	\$301.0	\$338.0

INSTALMENT LOAN DEPARTMENT MANAGER

Base Salary	6	\$27,980	\$33,558	\$31,443	\$35,013
Bonus		INSUFFICIENT DATA			
Total Compensation	6	27,980	35,340	32,861	37,860
Age	6	41	51	50	55
Years with Present Bank	6	3	13	8	13
Years in Position	6	2	12	6	13
No. of Employees Supervised	5	0	9	5	6
Asset Size (Millions)	6	\$273.0	\$322.8	\$326.5	\$338.5

INSTALMENT LOAN OFFICER

Base Salary	10	\$16,400	\$21,047	\$20,721	\$23,692
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,400	21,487	20,900	24,414
Age	10	30	39	37	41
Years with Present Bank	10	3	9	8	13
Years in Position	10	1	5	2	2
No. of Employees Supervised	9	0	2	1	2
Asset Size (Millions)	10	\$275.0	\$321.0	\$301.5	\$338.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
INTERNAL AUDITING OFFICER-SR.					
Base Salary	11	\$26,275	\$30,801	\$30,000	\$34,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	26,300	31,483	30,600	34,375
Age	11	32	43	39	49
Years with Present Bank	11	2	5	4	7
Years in Position	11	1	4	4	6
No. of Employees Supervised	10	4	6	6	8
Asset Size (Millions)	11	\$275.0	\$317.3	\$288.0	\$338.5

LOAN REVIEW OFFICER

Base Salary	6	\$17,520	\$25,810	\$24,710	\$28,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	17,520	25,810	24,710	28,500
Age	6	31	44	42	52
Years with Present Bank	6	2	5	6	8
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	\$266.5	\$330.2	\$306.5	\$368.5

MARKETING DIRECTOR

Base Salary	10	\$24,815	\$32,837	\$31,050	\$36,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	26,292	33,279	31,650	36,800
Age	10	35	43	42	50
Years with Present Bank	10	2	8	8	9
Years in Position	10	1	5	3	4
No. of Employees Supervised	9	2	4	4	6
Asset Size (Millions)	10	\$275.0	\$320.2	\$301.0	\$338.5

MORTGAGE LOAN DEPARTMENT MANAGER

Base Salary	9	\$30,900	\$39,059	\$40,800	\$44,870
Bonus		INSUFFICIENT DATA			
Total Compensation	9	30,900	39,779	40,800	45,050
Age	9	41	51	53	57
Years with Present Bank	9	4	10	9	14
Years in Position	9	2	4	2	5
No. of Employees Supervised	8	7	14	15	21
Asset Size (Millions)	9	\$275.0	\$321.7	\$288.0	\$338.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
MORTGAGE LOAN OFFICER					
Base Salary	8	\$24,000	\$28,488	\$27,290	\$28,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	24,000	28,800	27,290	31,000
Age	8	33	43	42	46
Years with Present Bank	8	2	9	8	10
Years in Position	8	1	4	3	3
No. of Employees Supervised	8	0	3	2	3
Asset Size (Millions)	8	\$275.0	\$323.5	\$301.0	\$338.0

NEW ACCOUNTS OFFICER					
Base Salary	6	\$14,190	\$16,298	\$15,720	\$16,409
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,190	16,298	15,720	16,409
Age	6	36	41	40	43
Years with Present Bank	6	4	7	7	9
Years in Position	6	1	2	1	1
No. of Employees Supervised	6	0	2	2	4
Asset Size (Millions)	6	\$283.5	\$338.0	\$313.0	\$368.5

OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	8	\$10,500	\$12,193	\$11,670	\$13,200
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,500	12,193	11,670	13,200
Age	8	23	25	25	26
Years with Present Bank	8	1	1	1	2
Years in Position	8	1	1	1	1
No. of Employees Supervised	8	0	0	0	0
Asset Size (Millions)	8	\$275.0	\$323.5	\$301.0	\$338.0

OPERATIONS OFFICER-SR.					
Base Salary	11	\$30,740	\$38,358	\$36,360	\$43,250
Bonus		INSUFFICIENT DATA			
Total Compensation	11	30,740	39,473	36,360	44,029
Age	11	34	42	44	46
Years with Present Bank	11	3	9	7	10
Years in Position	11	1	3	1	5
No. of Employees Supervised	10	11	54	36	53
Asset Size (Millions)	11	\$275.0	\$317.3	\$288.0	\$338.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
PERSONNEL OFFICER-SR.					
Base Salary	11	\$30,300	\$36,172	\$36,300	\$43,100
Bonus		INSUFFICIENT DATA			
Total Compensation	11	30,300	37,010	36,300	44,529
Age	11	38	47	44	56
Years with Present Bank	11	4	13	9	17
Years in Position	11	2	8	4	10
No. of Employees Supervised	10	4	13	11	15
Asset Size (Millions)	11	\$275.0	\$317.3	\$288.0	\$338.5

SECURITY OFFICER-SR.					
Base Salary	7	\$17,700	\$26,880	\$27,000	\$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,450	27,380	27,000	30,750
Age	7	33	52	58	61
Years with Present Bank	7	4	13	10	17
Years in Position	7	2	3	4	5
No. of Employees Supervised	6	0	6	4	5
Asset Size (Millions)	7	\$275.0	\$315.4	\$288.0	\$327.0

TRAINING DIRECTOR					
Base Salary	8	\$17,460	\$24,997	\$26,150	\$28,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	17,460	25,647	27,200	29,400
Age	8	38	44	41	48
Years with Present Bank	8	1	9	8	10
Years in Position	8	1	3	2	2
No. of Employees Supervised	7	1	5	5	7
Asset Size (Millions)	8	\$280.0	\$333.8	\$326.5	\$339.0

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	7	\$36,075	\$43,488	\$42,360	\$47,850
Bonus		INSUFFICIENT DATA			
Total Compensation	7	37,550	45,198	42,360	50,150
Age	7	40	47	46	50
Years with Present Bank	7	2	7	5	10
Years in Position	7	1	5	4	8
No. of Employees Supervised	6	12	17	15	17
Asset Size (Millions)	7	\$275.0	\$315.4	\$288.0	\$327.0

GEOGRAPHIC REGION: 9
ASSET SIZE: \$250 TO \$499 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
TRUST OPERATIONS MANAGER					
Base Salary	5	\$20,700	\$23,540	\$23,700	\$24,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,450	24,340	23,700	25,600
Age	5	19	35	40	45
Years with Present Bank	5	2	6	4	5
Years in Position	5	1	4	4	5
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	\$281.5	\$330.6	\$315.0	\$327.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$500 TO \$999 MILLION

Of the 167 banks submitting data for the Pacific region, six banks were in the \$500 to \$999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department
Manager
Commercial Loan Officer-Jr.
Correspondent Bank Officer-Sr.
EDP Officer-Sr.
Instalment Loan Collection
Manager
Instalment Loan Department
Manager

Instalment Loan Officer
International Banking Officer-Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
CHIEF EXECUTIVE OFFICER					
Base Salary	6	\$91,000	\$128,561	\$122,800	\$142,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	91,000	128,561	122,800	142,800
Age		INSUFFICIENT DATA			
Years with Present Bank	6	4	23	29	30
Years in Position	6	4	11	8	10
No. of Employees Supervised	6	741	1,075	1,129	1,209
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

BANK INVESTMENT OFFICER-SR.

Base Salary	5	\$36,848	\$49,739	\$49,500	\$49,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	36,848	49,739	49,500	49,500
Age		INSUFFICIENT DATA			
Years with Present Bank	5	7	15	13	16
Years in Position	5	1	9	13	14
No. of Employees Supervised	5	1	26	4	6
Asset Size (Millions)	5	\$565.0	\$653.0	\$670.0	\$692.5

BRANCH ADMINISTRATION OFFICER-SR.

Base Salary	5	\$47,376	\$61,348	\$51,990	\$63,995
Bonus		INSUFFICIENT DATA			
Total Compensation	5	47,376	61,348	51,990	63,995
Age		INSUFFICIENT DATA			
Years with Present Bank	5	4	12	15	16
Years in Position	5	1	4	3	3
No. of Employees Supervised	5	248	548	500	672
Asset Size (Millions)	5	\$565.0	\$676.4	\$715.0	\$732.5

BRANCH MANAGER-LARGE(31+)

Base Salary	6	\$38,229	\$41,183	\$40,520	\$41,700
Bonus		INSUFFICIENT DATA			
Total Compensation	6	38,229	41,183	40,520	41,700
Age		INSUFFICIENT DATA			
Years with Present Bank	6	6	14	11	15
Years in Position	6	3	8	7	11
No. of Employees Supervised	6	24	37	39	44
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
BRANCH MANAGER-MEDIUM (10-30)					
Base Salary	6	\$25,950	\$32,206	\$32,160	\$34,458
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,950	32,206	32,160	34,458
Age		INSUFFICIENT DATA			
Years with Present Bank	6	5	11	13	13
Years in Position	6	1	6	6	10
No. of Employees Supervised	6	12	17	18	20
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

BRANCH MANAGER-SMALL (-10)					
Base Salary	6	\$21,300	\$26,081	\$25,200	\$29,592
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,300	26,081	25,200	29,592
Age		INSUFFICIENT DATA			
Years with Present Bank	6	2	8	8	12
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	7	8	8	8
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	5	\$35,484	\$43,847	\$48,000	\$48,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	35,484	43,847	48,000	48,750
Age		INSUFFICIENT DATA			
Years with Present Bank	5	7	15	13	18
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	4	20	7	15
Asset Size (Millions)	5	\$636.0	\$704.8	\$715.0	\$732.5

COMMERCIAL LOAN OFFICER					
Base Salary	6	\$29,008	\$38,166	\$37,790	\$42,090
Bonus		INSUFFICIENT DATA			
Total Compensation	6	29,008	38,166	37,790	42,090
Age		INSUFFICIENT DATA			
Years with Present Bank	6	4	9	8	11
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	0	1	0	1
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
FINANCIAL OFFICER-SR.					
Base Salary	5	\$42,498	\$47,853	\$50,000	\$50,735
Bonus		INSUFFICIENT DATA			
Total Compensation	5	42,498	47,853	50,000	50,735
Age		INSUFFICIENT DATA			
Years with Present Bank	5	4	11	10	11
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised	5	13	22	22	24
Asset Size (Millions)	5	\$565.0	\$676.4	\$715.0	\$732.5

INTERNAL AUDITING OFFICER-SR.

Base Salary	6	\$36,989	\$42,228	\$42,000	\$42,684
Bonus		INSUFFICIENT DATA			
Total Compensation	6	36,989	42,228	42,000	42,684
Age		INSUFFICIENT DATA			
Years with Present Bank	6	3	11	9	13
Years in Position	6	3	6	4	6
No. of Employees Supervised	6	9	14	15	16
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

MORTGAGE LOAN DEPARTMENT MANAGER

Base Salary	6	\$31,760	\$40,221	\$39,914	\$43,404
Bonus		INSUFFICIENT DATA			
Total Compensation	6	31,760	40,221	39,914	43,404
Age		INSUFFICIENT DATA			
Years with Present Bank	6	6	13	14	18
Years in Position	6	2	4	2	3
No. of Employees Supervised	6	8	25	25	39
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

MORTGAGE LOAN OFFICER

Base Salary	5	\$18,700	\$25,024	\$24,840	\$27,960
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,700	25,024	24,840	27,960
Age		INSUFFICIENT DATA			
Years with Present Bank	5	1	3	2	3
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	0	3	0	2
Asset Size (Millions)	5	\$565.0	\$660.4	\$670.0	\$692.5

GEOGRAPHIC REGION: 9
 ASSET SIZE: \$500 TO \$999 MILLION

	<u>CASES</u>	<u>25TH</u>	<u>MEAN</u>	<u>MEDIAN</u>	<u>75TH</u>
OPERATIONS OFFICER-SR.					
Base Salary	6	\$28,329	\$38,968	\$40,674	\$44,214
Bonus		INSUFFICIENT DATA			
Total Compensation	6	28,329	38,968	40,674	44,214
Age		INSUFFICIENT DATA			
Years with Present Bank	6	6	15	16	21
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	16	66	64	96
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

PERSONNEL OFFICER-SR.					
Base Salary	6	\$32,630	\$39,597	\$41,150	\$41,510
Bonus		INSUFFICIENT DATA			
Total Compensation	6	32,630	39,597	41,150	41,510
Age	5	34	44	39	46
Years with Present Bank	6	2	11	9	11
Years in Position	6	1	6	5	10
No. of Employees Supervised	6	13	27	27	34
Asset Size (Millions)	6	\$565.0	\$675.3	\$692.5	\$732.5

TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	\$46,850	\$52,537	\$50,400	\$51,450
Bonus		INSUFFICIENT DATA			
Total Compensation	5	46,850	52,537	50,400	51,450
Age		INSUFFICIENT DATA			
Years with Present Bank	5	8	17	14	18
Years in Position	5	4	6	5	6
No. of Employees Supervised	5	14	37	20	29
Asset Size (Millions)	5	\$565.0	\$667.4	\$670.0	\$710.0

TRUST OPERATIONS MANAGER					
Base Salary	5	\$22,020	\$26,602	\$24,000	\$26,484
Bonus		INSUFFICIENT DATA			
Total Compensation	5	22,020	26,602	24,000	26,484
Age		INSUFFICIENT DATA			
Years with Present Bank	5	3	7	4	6
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	6	14	13	15
Asset Size (Millions)	5	\$565.0	\$667.4	\$670.0	\$710.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: \$1 BILLION AND OVER

Of the 167 banks submitting data for the Pacific region, four banks were in the \$1 Billion and Over asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 35 positions in this asset size category.